

ROYAL IRISH CONSTABULARY.

R E P O R T

OF THE

COMMITTEE OF INQUIRY:

1883.

[The Printing of the EVIDENCE will be completed in a few days.]

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ROYAL IRISH CONSTABULARY.

*Chief Secretary's Office, Dublin Castle,
August 17, 1882.*

Sir,

I AM directed by the Lord Lieutenant to acquaint you that his Excellency has decided to appoint a small Committee to inquire into representations made by members of the Royal Irish Constabulary in certain Memorials which have recently been addressed to the Government.

His Excellency has selected you as Chairman of the Committee, and hopes you will be good enough to act in that capacity; Mr. R. W. A. Holmes, Treasury Remembrancer, and Mr. D. Harrel, Resident Magistrate, have also been asked to serve, and Mr. J. W. E. Dunsterville, Sub-Inspector, will act as Secretary.

A list of the Memorials is appended, and they, as well as any others of a similar character which may be received, will be forwarded to the Secretary.

The Memorials will be found mainly to refer to—

1. Equalization of pensions in the case of men appointed since the passing of the Act of 1866.

2. Increase of pay.

3. Lodging allowance to married men not accommodated in barracks.

4. Increase of marching money for night duty.

5. Boot money.

6. Removal after certain time of unfavourable records.

7. Compulsory and optional retirement after certain times of service.

Various other matters of minor importance are also alluded to.

His Excellency requests that the Committee will inquire fully into the various matters referred to in these Memorials, and will take such evidence respecting them as they may think necessary.

The Inspector-General will arrange for the attendance before the Committee of any members of the force whom they may desire to examine, and the services of a shorthand writer will be placed at their disposal.

His Excellency particularly desires that the Committee will commence their inquiry forthwith, and that they will furnish their Report with the least possible delay.

I have, &c.

(Signed) R. G. O. HAMILTON.

Richard O'Shaughnessy, Esq., M.P.,
6, Hartstonge Street, Limerick.

[A list of the Memorials was appended to this letter.]

REPORT

TO

HIS EXCELLENCY JOHN POYNTZ, EARL SPENCER, K.G., &c., &c., &c.,

LORD LIEUTENANT-GENERAL AND GENERAL GOVERNOR OF IRELAND.

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Dublin, December 1882.

May it please your Excellency,

IN accordance with instructions given to us at your command by letters dated the 17th August, 1882, signed by your Under-Secretary, we have inquired into the representations made by members of the Royal Irish Constabulary in certain Memorials addressed to the Government, and we now beg to lay before your Excellency our Report.

INTRODUCTION.

Having carefully perused the Memorials of the Constabulary, and having acquired such information as to the organization and distribution of the force as was necessary in order to determine in what manner we could obtain full evidence on the topics contained in the Memorials from witnesses adequately representing various grades, we requested the men of each county, each division of a county, and each town having a separate division of the force, to send two witnesses, one chosen by sub-constables, and representing that rank, and the other chosen by and representing acting constables, constables, and head constables. Similar opportunities were given the men of the mounted force and the Carragh detachment. Witnesses having been selected by the men, we examined them one by one, and we also took the evidence of a special representative of county inspectors' clerks, and that of the schoolmaster at the dépôt, whose office and position appeared to deserve attention. We likewise examined the Accountant of the force, five sub-inspectors, four county inspectors, the medical attendant of the men at the important station of Cork, and the Assistant Inspector-General and Inspector-General. The two last-named witnesses gave important evidence as to the organization and discipline of the force. The conditions of English constabularies were explained by Colonel C. A. Cobbe, Inspector of the police of the Midland district, and Captain Nott-Bower, Chief Constable of the Liverpool force, and we have directed some evidence pertinent to our inquiry, given before the Dublin Metropolitan Police Commission, which has sat contemporaneously with ours, as to the constabularies of London and Glasgow, to be printed in the Appendix to our Report. We read and attended to Memorials which reached your Excellency after the formation of the Committee, and we ventured to receive evidence

on some matters, not involving important questions of principle, to which the witnesses referred, but which were not set forth in the Memorials. We held thirty-three meetings for the purpose of taking evidence, beginning on the 24th August, and ending the 20th October. Since then we have been engaged, with certain considerable interruptions, in discussing the numerous topics with which we have had to deal.

The history of the force is told very fully in the Reports of several Commissions, including those appointed in 1866 and 1872. Its strength on the 1st July, 1882, consisted of 268 officers and 13,750 men, and it has since been somewhat increased.

A Commission, to whose proceedings we shall have occasion to make reference, was appointed at the close of 1881 to consider certain questions affecting the officers of the force and the allowances of the men.

The evidence given before us touches questions of (1) Pay; (2) Pension; (3) Allowances; and (4) Discipline; and we proceed to deal with these subjects in the order in which they have just been mentioned.

PAY.

The first demand generally put forward was for an increase of pay of 1s. a-day. This was sought on the following grounds: (1) The alleged increase in the cost of living; (2) the contrast between the pay of the Irish Constabulary and that of other forces in the United Kingdom; (3) the inferiority of the prospects of the Constabulary to those of the artisan class; (4) the severity of the duties performed by the force.

A considerable increase of pay was given temporarily to all ranks in 1872, and continued in 1874. The following Table contrasts the state of things before and after the 1st December, 1872.

TABLE showing (1) The Rates of Pay before the 1st December, 1872. (2) The Rates of Pay given by the Scale of 1872. (3) The Increase in the case of each grade and period of service.

Grade and Period of Service.					Weekly Pay before Dec. 1, 1872.	Weekly Pay from Dec. 1, 1872.	Increase.
					s. d.	s. d.	s. d.
Head Constable Major	"	"	"	"	24 7½	46 0	5 4½
"	"	1st Class, extra rate	"	"	22 4	28 10	5 6
"	"	"	"	"	20 0	25 0	5 0
"	"	2nd Class, extra rate	"	"	22 10	28 10	7 0
"	"	"	"	"	20 0	25 0	7 0
Constable (married)	"	"	"	"	15 0	20 0	5 0
"	"	extra rate	"	"	20 0	25 0	5 0
Constable	"	"	"	"	13 0	20 0	7 0
Acting Constable	"	"	"	"	17 0	25 0	8 0
Sub-constable, over 20 years' service	"	"	"	"	16 6	24 0	7 6
					"	23 0	
					14 to 20 years		7 0
					22 0		
					5 to 15 years		6 6
					21 0		
					4 to 5 years		6 6
					20 0		
					6 months to 4 years		6 0
					19 0		
					12 0		3 0

It appeared from the evidence that the increase given in 1872 produced satisfaction. It was not until within the last two or three years that any demand arose for a further general addition. Some witnesses stated that, until the late movement in the force, it was not suggested.

Statements purporting to show the actual weekly or monthly outlay, or to give an estimate of necessary or reasonable outlay, larger than the actual disbursements, were produced, some dealing with single, others with married men. A careful examination of these statements and estimates, due regard being had to current prices, has led us to the conclusion that the single men can, with due care and prudence, live comfortably on their pay, and in stations which are not exceptionally expensive, save some money.

The great increase in the price of provisions had taken place before 1874. No

doubt the tendency to higher prices has continued in the case of some articles of ordinary consumption, but the subsequent increase has been trivial in comparison with what previously took place, and would not by itself warrant an augmentation of pay fixed so lately. With reference to the great body of articles required for consumption by large forces, the Table of contract prices at all the Irish military stations printed in the Appendix shows that, while some few items are rather dearer, others are cheaper, and most are at least as cheap as in 1874. It is abundantly proved by the evidence that, owing to motives unconnected with economic influences, a habit has sprung up in some localities of charging the Constabulary more than the market price for ordinary articles of necessity. This tendency has been strongly shown in the case of men sent on special duty to places outside their own district. The exactions practised on a large number of the force, the great increase of expenditure which has resulted, and the consequent absorption of considerable sums which were formerly saved, have undoubtedly contributed very largely to found the demand for increased pay. It was never contemplated that the unusual expenditure required by special service should be met out of ordinary pay. Allowances are provided for that purpose, and it will be desirable henceforth to take care that, when required, they are sufficient, and paid promptly. But the loss by expenditure under such circumstances is obviously no ground for a permanent increase of ordinary pay.

One of the main proofs given before the late Constabulary Commission of the excessive expenditure caused by the duties done during the late agitation was that the men's savings had been spent in meeting it. This case was made by a large number of witnesses, on behalf of themselves and their comrades, and the evidence given in support of it proved directly and incontestably that, even in the rank of sub-constable, the present rates of pay have enabled single men to save no inconsiderable sums. This conclusion is supported by the evidence. It might have been expected that, where the object was to prove inadequacy of pay, the possibility of saving would be universally denied, and that the witnesses would, in all cases, direct attention rather to those instances where, owing to local or other circumstances, they had known the entire pay to go in current expenditure. But although some of the witnesses declared it impossible to lay by money, many admitted that, until the late agitation increased expenditure, it was otherwise.

The statements of real or estimated expenditure above referred to require to be carefully scanned. They embrace all the calls which can be made on the pay; and, independently of prices, they generally show a scale of living more generous, and therefore more costly, than that which, according to the evidence, obtained in the force in former times. This tendency to an improved dietary and increased comforts is attributed by the witnesses partly to the general rise in the standard of living, and partly to the necessity for better food in order to meet the more active duties lately performed. The former influence is natural, and, when kept within bounds, not to be deprecated. It was undoubtedly an argument, amongst others, for the increase of pay in 1872. The latter is a transitory influence, confined to special occasions, and not likely to be generally and permanently felt. The exceptional labours of the last two or three years are daily less required, and, while the general tendency to an improved scale of living will no doubt be maintained, they will cease to be a source of increased outlay for ordinary maintenance. Apart from this aspect of the question, it is to be remembered that every price and quantity set forth in these minute statements requires minute consideration. The estimates and amounts are in some cases for days, in others for weeks or months. A very slight unintentional amplification of cost or consumption, which would be of no moment in dealing with large figures, is important in estimating what can be done on incomes under 100*l.* a-year. A pardonable exaggeration of a few pence in the daily estimate will make all the difference between a surplus and an insufficient income. In some instances prices for articles of common consumption, as, for instance, meat, have been estimated in the written statements at one rate, and on examination the witness has stated that, as a matter of fact, a lower rate was ordinarily paid. Again, the consumption of certain articles was stated at a figure which argued either bad housekeeping, or gross inferiority in the quality of the article, or an inaccurate estimate of actual consumption. Finally, in some cases, without any fault on the part of the men, prices were paid for certain things, notably tea, a matter of large consumption, far in excess of the usual rates. A little organization at a few central points would certainly enable the force to get tea for less than 3*s.* or 3*s.* 6*d.* a-pound, a price much in excess of that paid in opulent middle-class households at the present day. So with regard to other articles. The theory of the force is to leave the domestic management of

each barrack to its occupants, a wise principle, calculated to teach prudence and economy, and to relieve the life from excessive regulation and supervision. But, without departing from this spirit, it would be possible and desirable to encourage and facilitate arrangements by which purchases of certain goods could be made on a large scale, with a view to distribution at more reasonable prices than are at present, in some instances, exacted.

The considerations above detailed have led us to the conclusion that the present prices of provisions and other necessities afford no ground, in the case of single men, for recommending rates of pay in excess of those adopted in 1874. It appears that, in ordinary times, they are able to live comfortably, and, after a little service, to save; that their late losses have been the result of circumstances which ought to have been met as the occasion arose, and which it will be just and expedient to meet on future occasions by the prompt payment of adequate allowances; and that the excitement which recently occurred within the force very naturally stimulated a demand which was made, no doubt, in perfect good faith, but which would probably never have reached its actual proportions under ordinary circumstances. Having regard to the occurrences which have led to our being called on to deliberate, we are of opinion that it is peculiarly desirable that those events should not influence our recommendations, or induce us to suggest anything not sustainable by the arguments that ordinarily determine such questions as we are considering. To recommend anything not warranted by such arguments, in consequence of the late attitude of the force in some localities, would only tempt to future demands and movements which must lead to disorganization, and possibly to the dissolution of the force, and to the infliction of severe loss on many of its members.

We now proceed to consider the value of the arguments founded on the price of provisions, with reference to the case of married members of the force. A sub-constable is not allowed to marry until he has been on duty for seven years, and as he generally passes six months at the dépôt as a recruit, marriage is not usually possible under seven and a-half years' service. Few avail themselves of the privilege in the eighth or ninth year; a good many marry about the tenth; a good many later on; a small proportion remain single. The evidence tends to show that married men with families must exercise some denial in order to live on their pay and avoid indebtedness. This appears to be the case particularly with the sub-constable of long service, even when he is fortunate enough to have accommodation in barrack and to be free from the expense of rent at present borne by married men who are obliged, from want of room in barrack, to live outside. We are of opinion that, apart from the question of a lodging allowance for married men not accommodated in barrack, which has been strenuously sought for, the pay of the married members of the force ought to be reconsidered. Marriage, at one period or another, is the rule, and celibacy the exception. There is no necessity for encouraging marriage in a force exclusively filled by Irishmen, and remarkable for its high moral standard. It is undesirable to take any step which would hasten marriages or make them more numerous than at present. But while hearing this in mind, it is wise to recognize the fact that the great body of men of advanced service will be married, and to admit that it is not only useless, but dangerous, to discourage marriage, at a suitable age, in a force which takes between twenty-five and thirty years of life. These views have guided our recommendations with regard to the pay of those who have passed the period during which marriage is forbidden. All are then entitled to take wives. Most men avail themselves, with no great delay, of the permission. It is impossible to make any distinction between the pay of married and single men after the time at which marriage is permitted. No such distinction is taken in other forces, where the probability, and not the fact, of marriage is a consideration in fixing the rates of pay. Finally, to adopt one scale for single and another for married men of the same service would be to give a direct and very unnecessary stimulus to marriage. The difficulties of the married policeman are inconsiderable at first, save so far as they arise from living under rent outside barrack, an aspect of his case hereafter specially treated. It is when a family begins to grow up that, in our opinion, a substantial increase of pay is required in order to enable him to live with decent comfort and to maintain his bodily strength. These views have been the basis of the gradual improvement hereafter suggested in the pay of men beyond the seventh year of service. Certain relaxations of discipline also recommended, that, for instance, by which wives would be permitted, under certain restrictions, to earn money, will, if adopted, give further and material assistance to the married men of the force.

In contrasting their position with that of English forces, the witnesses generally

cited the constabulary of great cities like London, Liverpool, or Manchester. They were not aware that the pay of many English forces is in reality not higher, of some not as high, as their own. An examination of the Tables appended will show this. But, turning to the principal city forces, we find that the charges met out of the ordinary salary of the best paid English city constable, but paid by the Government for the Irish policeman, leave the former very little more than the latter for the ordinary burdens of expenditure common to both.

The Liverpool constable begins with 36s. 8d. a-week; 8d. a-week is deducted at first and 10d. after a short period towards pension fund; an average of 4s. a-week is spent on the lodgings of a single, and from 5s. 6d. to 7s. 6d. on those of a married man.

The London constable receives at first 24s. a-week. He is subject to deductions for pension, contributes on the average about 2d. a-week to gratuities for the widows or orphans of comrades who have recently died, and is under a rent, if single, and living out of the section-house, of about 3s. 6d., if married, of about 6s. 6d. a-week. Analogous conditions exist in all the great city forces. Again, the English policeman defrays out of his own pocket medical expenses, a charge paid in Ireland by the Government. If any superiority in pay is left the constables of the great urban forces after these deductions, every one who knows the high prices the humbler classes have to pay for necessities in the great centres of English life, and the little value they get for money from the class of small retailers with whom they deal, will admit that, measured by the standard of the necessary cost of living, they are not in a better position than the great body of Irish sub-constables. Moreover, no restriction being placed on marriage, many of them have wives and families to support at a period of service when the Irish policeman is still single. In England, absence from duty through sickness ordinarily causes heavy deductions. The London constable, if sick, forfeits 1s. a-day. No deduction is made on account of sickness from the pay of the Irish Constabulary until three months have been passed in absence from duty. A small sum is then deducted, not to compensate the country for losing the service of the man, but to prevent malingering. Even this slight deduction will cease if a recommendation hereafter made is followed.

The pay of the forces of Great Britain, civic and rural, is regulated by the cost of labour in each locality. Where agriculture is the general occupation, it is low. Where mining and manufactures compete with agriculture, it is higher. Where they are the principal business, they create a demand for labour which raises the salary of the constable as well as those of other workers. An experienced witness, Colonel Cobbe, Inspector of the Police of the English Midland District, being asked if the fact that constabulary duties are more severe in a mining or commercial community contributed to increase the pay, said, in effect, that the nature of duty made no difference, and that the salary was regulated by the principle of supply and demand. This means that each place pays the price for which it can get and retain fit men, and no more. The strictness with which this principle is followed is proved by the gradual but distinct steps by which pay descends from the rate prevailing in the northern manufacturing counties, where labour is highly paid, to the scale of the purely agricultural shires, where wages are low. In certain important Scotch forces pensions are virtually unknown, on the simple ground that policemen can be obtained without the prospect of a pension. The test by which the adequacy of constabulary pay is measured in Great Britain is: "Can we count on enlisting men fit for police duty, and retaining them in a vigorous condition of body, at the existing pay?" Applying this test to the Royal Irish Constabulary, we are of opinion that the flow of recruits into the force during the last few years, in the face of an increased demand for policemen, of an increasing tendency to emigration, and of the prospect of disagreeable duties in certain parts of the island, proves that the present rates of pay for the first years of service are enough to attract a sufficient number of fit men; and that so far no increase of pay is warranted by the principles which regulate the pay of the English forces. But those principles appear to demand an improvement in the condition of the men who, having served for the prescribed time, are permitted by the Regulations to marry, because the evidence shows that the married members of the force require some assistance, in order that they may be retained in a condition of physical strength sufficient for the discharge of their duty.

The highly-paid county forces of Lancashire and other northern counties live out of barracks, and expend a very considerable portion of their pay for rent. These charges bring them much nearer to a level with the Royal Irish Constabulary than a superficial glance at the Tables would suggest. The midland and southern

rural forces have to meet the same charges out of their smaller pay, and the deductions leave them in a position inferior to that of policemen whose rent is paid by the Government, in addition to, and not out of, their salary.

On the whole, we are of opinion that if concessions such as we recommend are made, the Royal Irish Constabulary will have no reason to complain of the contrast afforded by the best paid British forces, and that a rigid application of the principles which regulate pay in England would, to speak moderately, not tend to a general increase in the pay of the Irish force.

It is quite true that while the labouring classes are largely represented in the Royal Irish Constabulary, many recruits come from the families of small farmers. But this raises no conclusive argument in favour of a general increase of pay beyond the price dictated by ordinary rules of remuneration. Farmers' sons enter the force because, in the present state of enterprise in Ireland, it is an attractive calling. If the country afforded them prospects of success in a better career, they would pursue it. Bringing their services, of their own accord, in great quantities, to the market of the Constabulary, they cannot hope to raise the pay of the force higher than the price at which their service can be obtained, nor can they expect to secure from the application of the principles governing the English forces, to which they appeal, a higher rate of salary, on the ground that a certain number of the force are of a different class from that which undertakes constabulary duties in other countries.

If the Dublin Metropolitan Police be contrasted with the Constabulary, it presents very much the same features as the great English town forces. Its pay is high, because it has been fixed with a view to enable married men to pay for accommodation outside barracks or section-houses, and to bear certain deductions from which the rural force is virtually free.

It is not necessary to compare the responsibilities and dangers attending the duties of the two forces at exceptional times like the present, but under ordinary circumstances, which afford a safe criterion, the Dublin service is the more severe of the two. It involves longer hours of duty, more frequent collision with the criminal classes, greater risk of violence, and greater danger to health from unwholesome sanitary conditions.

The comparison drawn by some witnesses between the pay of their force and the earnings of artisans is next to be considered. The fact that the Constabulary is made a career in preference to handicraft by so large a number of young men is the strongest evidence that whatever attractions the life of an artisan may possess, the advantages offered by the force are on the whole considered superior. The importance of this consideration is very much enhanced by the circumstance disclosed in the evidence, that some recruits at the present day are artisans who have given up their trade to join the Constabulary. These facts speak for themselves. But a comparison of the two careers will explain their occurrence, and show that, when the advantages and disadvantages of the artisan and policeman are weighed, the latter has no reason to complain of the contrast. The former passes several years learning a trade, during which he earns little. The policeman is placed under considerable pay from the beginning, and under full pay after six months' probation. The gains of both are small at first, but from beginning to end the earnings of the artisan are precarious, depending on his health, his skill, the competition of other craftsmen, the prosperity or decay of his locality. On the other hand, the constable's pay is secure against temporary illness, against competition, and other disturbing elements. It does not even depend on his showing superior ability. The Government retains him as long as he is able to go through the ordinary routine of duty. After a certain service he is entitled to a pension, the value of which, estimated in ready money, is greater than the sum usually saved by successful artisans after a corresponding time. He is still free to engage in new pursuits and increase his income. His prospects in this respect, under the recommendations as to retirement hereafter submitted, are considered in another part of this Report. It is true that after a number of years, a certain proportion of artisans earn weekly wages higher than the pay given policemen. This occurs not only in Ireland, but in every community where the contrast can be made. A few become manufacturers, and make fortunes by superior skill. But common sense sets against these advantages the certainty of the constable's livelihood, and the uncertainty of work, which leaves many artisans in a state of chronic poverty. In Ireland the condition of men dependent on handicraft is even more uncertain than in England or Scotland. Many of them, without any fault of their own, find it hard to obtain the necessaries of life, and it is no doubt to the sight

of their condition that is due the best answer to the argument now under consideration, namely, the preference which so large a number of promising young Irishmen show for constabulary life.

The severe duties latterly performed by the force have been adduced as a further argument for a permanent increase of pay. It cannot be denied that they present a striking contrast to the easy work done in the period preceding the late agitation, but they involve nothing which the predecessors of the present men were not obliged to do in past times. No new task was imposed by the events of the last three years, and the return of quieter times has already diminished the severity of duty. The police duties in ordinary times are spoken of by experienced witnesses in the ranks as light.

Care should be taken that the performance of duties suddenly required should entail no pecuniary loss, and we deal with this subject elsewhere. But the occurrence of two or three years of hard work, which is unlikely to continue, after long periods of easy duty, is no reason for a permanent increase of pay. The Irish policeman's hours of duty are, as a rule, not as long as those of the English force. His responsibilities are in a certain point of view less, because he is associated with others in the care of a district, while a single English constable in rural stations is generally told off to look after a considerable range of country. The English rural policeman is always liable to be summoned to duty, and is bound to be at or near his house when not on beat, so as to be within call. He does not enjoy when off duty the complete liberty ascribed to him by some of the witnesses. Five hours of every night are spent by him in beat duty.

Certain modifications of discipline hereafter suggested will tend to give the Irish Constabulary a freer enjoyment of their leisure hours than the present regulations permit.

Having regard to the foregoing considerations, we recommend the adoption of the following scale of pay:—

Head Constables—	Weekly Pay.	
	s.	d.
6 years' service and over	39	0
3 to 6 years' service	38	6
Under 3 years	34	0
Constables—		
4 years' service and over	39	0
Under 4 years	38	0
Acting Constables	37	0
Sub-Constables—		
20 years' service and over	26	0
15 to 20 years	25	0
12 to 15 years	24	0
9 to 12 years	23	0
7 to 9 years	22	0
4 to 7 years	21	0
6 months to 4 years	20	0
Under 6 months	15	0

It will be observed that this scale leaves the present rates of pay untouched until the eighth year, when marriage becomes permissible, is reached; and that thenceforward gradually progressive improvements are suggested.

In considering the length of the intervals at which the two first increases of pay are recommended to be given to sub-constables, two considerations are to be borne in mind: first, that the sub-constable is single during the periods covered by these intervals; secondly, that if the intervals seem long, compensation is found in the certainty of promotion enjoyed by every capable and well-conducted sub-constable. While in the English forces and the Dublin Metropolitan Police three men out of four never rise beyond the lowest rank, in the Constabulary the proportion is reversed, and three sub-constables out of four become constables even under the present imperfect system of promotion. The conditions of the earlier period of service, when men are single, are counterbalanced by the good prospect of promotion at a time when the expense of a family is felt.

The advances in the pay of head constables will appear large in comparison with certain other increases. A claim was put forward on behalf of this grade for extra payment for doing duty in place of the sub-inspector in his absence. This temporary duty involves considerable responsibility and labour, and deserves some extra remuneration. It falls on most head constables from time to time, and may be regarded as an incident inseparable from their position. Under these circumstances, we have thought it desirable to take it into account in calculating the sum to be recom-

mended as their pay, and it is to be considered as included in the amounts we suggest.

Our recommendations involve the abolition of the extra rate allowed at present to a small number of head constables and constables.

We have hitherto dealt with the amount of pay which, according to our recommendations, should be paid into the hands of the force without deduction, save for the Constabulary Force Fund, to which reference will be made hereafter. The barrack accommodation provided for the men represents an advantage, given in addition to pay and capable of being estimated in money value. The rent paid for barracks held on lease through Ireland represents about 1s. a-week to each man accommodated. In England when, contrary to the general custom, men are lodged in barrack or section-house, a weekly deduction is made from their pay, which under ordinary circumstances is intended to cover lodging as well as other expenses. The sum deducted reckons as pay to all intents and purposes. It is part of the basis on which pension is calculated. We recommend that a similar course be taken with regard to the value of the barrack accommodation of the Irish Constabulary. It is as much part of their remuneration as the money they receive to be spent on ordinary subsistence. It is so regarded in England wherever the county provides a constable with barrack or section-house accommodation. Another aspect of this topic has been touched on in contrasting the pay of the Irish force with that of the English constabulary. In estimating the true amount of their pay, the Irish force are bound to take into account the value of their barrack accommodation. The sum deducted for this item in English forces where barrack or section-house accommodation is given, and the much larger sums paid by the men in general for accommodation outside barrack, is put down as part of their pay, and no estimate of the Irish pay is just which omits the analogous item. The true pay of the Irish Constabulary living in barrack will therefore be 1s. a-week over the pay receivable in cash.

It will be seen hereafter that the deduction of 1s. a-week for barrack accommodation would not, according to the scheme of our recommendations, be made in the case of married men not living in barrack, who will receive the sum as part of pay, in order to help to meet rent.

Previous to 1847 the ratepayer bore one-half the expense of the maintenance of the force, and the Imperial Exchequer the other. In that year the ratepayer was relieved of his share of the burden, in order to recoup the agricultural interest for the losses which it was expected free trade would inflict. Ireland was then a large exporter of cereals, and had not substituted for this commerce the large increase in the textile and hatter trade to which the demands of the English market have led. In England, the State contributes half the pay of forces which submit to certain regulations, to inspection, and to a definite amount of Imperial control. About two-thirds of the cost of the Dublin Metropolitan Police are met by the Treasury. The balance in both cases comes from the locality, and the Irish Constabulary is the only force whose ordinary strength is entirely supported by Imperial taxation. Localities which require additional police are rated under various Acts for half, and in a few instances for all, the expense of the *extra* men, but in quiet times such burdens are comparatively slight. The control of the force is, at present, entirely in the hands of the Executive.

Appendix I (6).

If, at a future time, local authorities are established through the country, and obtain a voice in the distribution or management of the force in their respective districts, it is not impossible that the ratepayer will acquire a direct and continuous interest in the question of the rate of pay. In that case he will be disposed to insist on applying the principle of buying in the cheapest market with more rigour than central Governments can display; he will have the same regard to the rates of agricultural labour and the large supply of candidates for the Constabulary that is observed in reference to English forces. If the farming classes are the principal element of local authority, even a more rigid observance of the principles which usually regulate contract may be expected, and they will not, in our opinion, lead to any increase of the pay of the younger members of the force.

With the exception of Belfast and Londonderry, which are provided for by special Acts, the regulations for the discharge of police duties in large towns are substantially the same as those which exist for rural districts, small towns, and villages. In practice, however, the necessities of the large towns involve a much larger expenditure of police power in the shape of day-beats and continuous patrolling by night; and although the Constabulary are not invested with the responsibilities of a night-watch, and do not furnish night-beat men for the special protection of property, the advan-

tages, even in this direction, obtained by the inhabitants from the patrolling, are considerable.

The system of night-watch has been abandoned as inefficient in most places, and there is good reason to believe that the duty might be transferred, in all cases, to the Constabulary with economy and increased security to property.

In several large towns, some corporate, the others regulated by Act of Parliament, many duties of a municipal and not an Imperial character, for the discharge of which the locality pays nothing, are cast upon the Constabulary.

The service in large towns involves greater responsibility than duty in rural districts. A more troublesome population has to be dealt with and greater vigilance exerted.

In some towns attacks on the police have not been unfrequent, and the danger of injury to the person of the constable cannot be lost sight of.

In one city, it was stated in evidence, that when two sub-constables interfered to protect a body of the local night-watch, the latter marched off, the policemen were severely injured, and a serious disturbance took place.

The numbers, duties, and to some extent the cost of the force in Belfast and Londonderry, are regulated by special Statutes, which have worked satisfactorily, and it is probable that other towns would be benefited by legislation suited to their particular circumstances and conditions.

PENSIONS.

Men who entered the force before the 10th August, 1866, and are under the 10 & 11 Vict., cap. 100, passed in 1847, are entitled, after thirty years' service, and on being declared physically unfit for duty, to retire on full pay, subject to certain conditions. The Act of 1847 gave pensions according to the following scale:—

To men appointed after the 22nd July, 1847:—

For 15 and under 20 years' service	Half pay.
" 20 " 25 "	Two-thirds pay.
" 25 " 30 "	Three-fourths pay.
" 30 years and upwards	Full pay.

The 29 & 30 Vict., cap. 103, passed in 1866, provided that men entering the force after the 10th August in that year should receive the following pensions:—

For 15 years' service	10ths of pay.
For each additional year from 15 to 30 years	17th "
For 30 years completed, the maximum pension of	11ths "

The principal request of the witnesses with reference to pensions was that the scale of 1866 should be abandoned, and that men who had entered under that Act should be entitled to pensions on the scale provided by the Statute of 1847.

The grounds of this request were that the men who entered since the 10th August, 1866, were entitled to as much consideration and reward at the end of their service as the older members of the force; that they had done an equal amount of duty; that while the pension given by the Act of 1866 was small, there was no substantial prospect of supplementing it by obtaining employment after leaving the force.

The witnesses did not pretend that it was not competent to Parliament to alter the scale of pensions, but urged the inequality as a reason for reverting to the older system.

No precedent is to be found in any Constabulary for equality of pension with pay save in the older ranks of the Irish Constabulary and in the case of members of the Dublin Metropolitan Police who entered before the 10th August, 1866.

In important English forces a very different principle prevails. Pension is partly provided out of accumulations deducted from pay, and the Act 3 & 4 Vict., cap. 68, which regulates a large number of forces, limits pension to two-thirds of pay, and refuses it to men under 60 years of age, unless they are certified to be physically unfit for service.

In Liverpool a constable, whose position answers to that of the Irish sub-constable, is allowed as pension after fifteen years' service not more than half or less than three-eighths of his average pay for the past ten years, and after twenty years' service not more than two-thirds or less than half his average pay for past ten years, but in both cases the man must have reached the age of 57.

In many Scotch forces no pensions are given.

The maximum pension obtainable in the Civil Service is two-thirds of pay. In all branches except the police forces forty years' service are necessary in order to give a right to this amount; shorter periods are required from members of police forces on account of the nature of their duties.

The fact that the Act of 1847 made pension under certain circumstances equal to pay is not an argument for repealing the Act of 1866 and reverting to the old system. The Statute-book is full of instances in which Parliament has made alterations in the salaries, pensions, and rights of every class of public servants. In this case it has substituted for an unusual and exceptional system of pension another which is indeed open to review, and in our opinion requires improvement, but which, even in its present condition, is more in accordance than the old scale with the principles regulating pension in all branches of the public service. The Act of 1866 violated no vested interest because it applied only to men entering the force after it had passed. It was generally alleged, and we believe truthfully, by the witnesses, that young men joining the force were not aware of the alterations made by the Act of 1866; but it was admitted that they joined without knowing anything of the old rules of pension, or making any inquiry on the subject; that they were as ignorant of the rights conferred by the Act of 1847 as of the changes made by the subsequent Statute, and that they were generally a year or two in the force before seeking information on the question. Now it is not astonishing that during the first few years after 1866, while the men subject to that Act were still in the first years of service, and the question of pension was to them still remote, no general move or protest on the subject should have been made. But, on the other hand, we cannot overlook the fact that the discovery after a brief service of the reduction of pension did not induce young sub-constables to retire and seek a new career. It would be unfair to say that this amounted to a renunciation of the right to seek a better pension than that which they discovered themselves to be entitled to, but it certainly precludes them from insisting that they were misled, and claiming as a matter of right, on the ground of having been misled, to be placed on an equality with those subject to the old Act. It is a general maxim that every man is bound to know the law; he may at least be reasonably supposed to know the laws which affect his own position. But we do not find it necessary to have recourse to this principle, because the effect of the late Act reached the knowledge of every member of the force within a year or two after he joined, and at a time of life when, according to an argument used by witnesses in giving evidence on another topic, it is easy to leave the force and find more lucrative employment. It is to be borne in mind that the great majority of the men who served under the Act of 1847 received a low rate of pay, and have retired and lived, and that many of them still live, on pensions much smaller than those which an application of the principles of the Act to the present pay would give. Again, the Act of 1847 involved certain disadvantages; in the first place, no length of service entitled a policeman to retire on pension. A medical certificate of physical unfitness for duty was required, no matter how long a man might have served, and men who had done duty for thirty years or upwards were always brought from their stations to Dublin, called before a Medical Board, and frequently sent back to continue in the service at their stations. The theory was, no man was entitled to a pension until age or infirmity had rendered him useless, and left him little chance of a long enjoyment of pension, and less of improving his prospects by employment. The result was, that many men remained in the force long after thirty years' service, and many also after they had become so infirm that duty was a positive hardship. Again, the increments of pension were not given year by year as under the Act of 1866, and under the still more beneficial plan about to be recommended, but only every five years. Thus a man retiring through ill-health at the end of twenty-nine years would derive no benefit from the four last years, because his pension would be calculated as if he had served but twenty-five years.

The fear that it will be difficult to supplement pension by income rests on two suppositions—first, that by the time the pension is attainable men will be unfit for useful work; second, that the Constabulary will be refused employment on account of the unpopularity of the force.

The first ground is substantially taken away by the recommendation hereafter made, that men be permitted to retire after twenty-five years' service on an improved pension. This will set them free after less labour and at a more vigorous period of life than the present regulations, and largely increase the prospect of getting work and the ability to do it. The second source of anxiety as to employment rests on the supposition, that Ireland is destined to remain for an indefinite period within

measurable distance of civil war. History—at least modern history—does not furnish an example of any country in which the strained relations of classes existing in Ireland during the last two or three years have been kept up for any lengthened period. When they have passed away the policeman survives, and is recognized by every man in the restored community who has anything to lose as a valuable support of peace and property. The anarchy of the French Revolution—the greatest social upheaval in history—did not last more than five years, and from the hour that it terminated the French people became, and through all the vicissitudes of war and of revolution have continued, excellent friends with their police. The same process has already commenced in Ireland. The bitter feeling of the last few years, which was by no means general, has already begun to subside. The classes with a stake in the community, which are daily becoming broader, tend more and more to regard the Constabulary as the protectors of their property—not as natural enemies. As prosperity and enlightenment increase this feeling will become stronger, and growing wealth and enterprise will begot more frequent opportunities and a more general habit of employing the Constabulary pensioners.

The year 1891 must have passed before any large number of men can begin to retire under the Act of 1866, or such modifications of that Statute as may hereafter be made in consequence of our recommendations; and long before that time the Constabulary pensioner will be employed as readily through the whole of Ireland as he is now in quiet counties.

There are, on the whole, good grounds for a suggestion made very generally by the witnesses, that men should have the option of retiring after five-and-twenty years' service. Such a system secures for the public the best years of life, and at the same time gives the retiring constable a fair chance of obtaining suitable employment on leaving the force. Many men retain their vigour up to a later period, and the improvements in pay for the later years of service, taken with the increase of pension which we recommend, will keep a large number of policemen in the force for a longer time. On the other hand, a considerable number lose strength after that lapse of time.

This recommendation of giving the option of retirement after twenty-five years' service is not intended to apply to men who entered before the 10th August, 1866. The high pensions to which they are entitled deprive them of any claim to optional retirement after twenty-five years' service. The experience of the force has, however, proved that few men are fit for duty after thirty years, and we recommend that the right to retire without medical certificate after that period of service which was given by the Constabulary Act of 1874 to men who joined after the 10th August, 1866, be extended to men who entered the force before that date.

The pension scale of the London Metropolitan Police has much to recommend it, and if it were adopted for the Irish Constabulary, its application to the improved rates of pay suggested by us would effect considerable improvement in their prospects. The pensions which it provides have hitherto been, and are still, subject to a condition as to retirement which we shall state presently. After fifteen years' service it gives a pension equal to fifteen-fiftieths of pay. Each succeeding year up to the twentieth inclusively adds a fiftieth: each of the five following years an increment of two-fiftieths. Thus, at the end of the twenty-fifth year, the scale gives a pension equal to thirty-fiftieths of salary. This, it may be remarked, is the proportion, calculated on the present scale of pay, to which a service of thirty years entitles members of the Irish force under the Act of 1866. A fiftieth is added for each of the three succeeding years of service in the London force, giving, after twenty-eight years, a pension of two-thirds of pay, the highest obtainable. The condition to which we have above referred is the production of a medical certificate of unfitness for duty from infirmity. Without this no pension can at present be obtained under the London system which we have described, however long a policeman's service may have been. We have already recommended that the right to retire on pension from the Irish Constabulary after twenty-five years' service should be free from such a condition. It is not likely to be maintained in the London force. The Police Bill introduced into the House of Commons by the Government in 1882, and intended to regulate the pensions of all English Constabularies, including the London Metropolitan Police, permits retirement, without proof of physical unfitness for duty, after twenty-five years' service.

It is worthy of notice that the Police Bill of 1882 proposes the London scale unaffected, after twenty-five years' service, by any condition as to infirmity, for general use in Great Britain, and that it has been favourably received by the forces it was

intended to affect. We recommend the application of the London Metropolitan scale of pensions to the Irish Constabulary. Taken together with the right to retire after twenty-five years' service, it will not only improve the prospects of the men, but diminish the number of weak and ineffective members of the force; and the substitution of younger and more vigorous policemen will, in the end, permit the work to be done more effectively with a smaller body of men, and therefore at less cost.

The following Table shows the pensions obtainable after twenty-five and twenty-eight years' service under the London Metropolitan scale on rates of pay suggested by us. It also contrasts those pensions with the pensions obtained by the same periods of service under the provisions of the Act of 1866 at the present rates of pay:—

Rank.	Proposed rates of Yearly Pay, including value of Barrack Accommodation.	Pension under Scale recommended for the Royal Irish Constabulary.		Pension under Act of 1866 at present Pay.	
		Pension at 25 years' (3 <i>g</i>).	Pension at 28 years' (3 <i>g</i>).	Pension at 25 years' (3 <i>g</i>).	Pension at 28 years' (3 <i>g</i>).
Head Constable	£ s. d. 104 6 0	£ s. d. 68 6 9	£ s. d. 68 6 9	£ s. d. 42 10 0	£ s. d. 50 12 2
Constable	88 12 0	48 7 2	52 14 8	36 5 0	46 15 4
Acting Constable	72 16 0	43 15 6	48 10 8	31 16 0	37 17 1
Sub-Constable of 20 years' service.	70 4 0	42 2 4	48 16 0	31 4 0	34 18 10

The pay of English forces has been fixed with the view of admitting certain deductions, averaging about 2½ per cent. for purposes of pension. No deduction for pension is recommended in the case of the Irish Constabulary. It was formerly made, but abolished in 1866 by the 29 & 30 Vict., cap. 108. The pay was fixed by that Act, and by the 37 & 38 Vict., cap. 80, without contemplating such a deduction. The men, however, pay 1½ per cent. towards the Constabulary Force Fund, the principal object of which is to provide pensions and gratuities for widows and orphans. By the English Police Bill already referred to, this is proposed to be done under certain circumstances for English forces without any additional deduction from pay.

It has been already remarked that the Irish force offers greater prospects of promotion from the lowest rank than the English services. The improvements hereafter recommended in the system of promotion will render these prospects still more assured to all men who are not absolutely unfit, and the permission to retire after five-and-twenty years' service will have the same effect. The creation of vacancies in the higher ranks at an earlier period than at present will also enable sub-constables to obtain promotion sooner, on the whole, than even a perfect system of promotion would at present permit. We are therefore of opinion that, while a considerable increase in the pensions of sub-constables would result from our recommendation as to the scale of pension, the improved prospects of retiring on the pension of a higher rank is also calculated to ameliorate the position on retirement of the great majority of the men who joined since 1866.

It is hardly necessary to say that we do not recommend, nor was it sought on behalf of the members of the force who entered before the 10th August, 1866, that their pensions, which will be regulated by the Act of 1847, should be calculated on the increase of pay which we suggest.

Having regard to the liberality of the pensions provided by the Act of 1847, we cannot adopt the view put forward on behalf of men entitled to the benefit of that Statute, that the system of yearly increments should be applied to their pensions.

Repeated references have been made by witnesses to the Constabulary Force Fund, which, we understand, is at present undergoing examination. It is most desirable that an account be rendered periodically, showing the state of the fund and the several uses to which the amounts expended have been applied.

ALLOWANCES.

(1.) *Allowance for Lodgings for Married Men.*—The suggestion of a lodging allowance for married men unaccommodated in barrack was made by all the Constabulary witnesses, officers and men. There are at present about 3,600 married men in the force. About three-sevenths of them are housed with their families in barracks, while, owing to the small size of these buildings, the remaining four-sevenths live under rent outside. The amount paid varies considerably. Evidence was given that in Belfast it was as high as 14*l.* a-year; while in some country towns the charge was

alleged to reach 8l. or 9l. It also appeared that a tendency exists to charge policemen somewhat higher rates than other tenants of the same class, and that in many instances the accommodation procurable was not adequate or suitable. No allowance is given at present for rent. It has to be met out of the ordinary pay. We are satisfied, from the evidence given by officers of the force, by an experienced physician who has attended the Constabulary for many years at an important station, and by the men themselves, that the incidence of this expense not only renders it impossible for men with families unaccommodated in barrack to live comfortably and rear and educate their children properly, and brings them into debt to traders and to their own comrades, but also reduces them to such low fare that their physical strength is often impaired, and they then become unable to do their share of the more active duties. As a consequence, an undue amount of work is thrown on the more fortunate men who are single, or, if married, lodged in barrack. Good nature, which is strong in the force, suggests all kinds of arrangements to relieve the underfed policeman from labours under which, according to the evidence, he has been seen to break down while in actual service. It is to be remarked, also, that, as barrack accommodation is given to the men of highest rank, or, in the case of men of the same rank, to those of longest service, the burden of rent generally falls on men whose comparatively small pay renders them less able to bear it.

The principle of the Irish Constabulary is that every man lives in barrack. The Regulations contemplate marriage after a certain period, and give accommodation to as many couples with their families as the barracks will hold. The principle is evidently based on the necessity of keeping a force with semi-military discipline and duties as much at quarters as possible. It runs through the minute and strict rules which limit the time and space of absence from barrack during leisure, and the distance from barrack within which a policeman's lodging must lie. It is departed from in the single case of the married policeman who is obliged to provide a house or lodgings for his family. In the English forces, city and rural, a different principle prevails. With them, residence outside is the rule. In the forces of the large cities, and of certain counties whose constabulary takes charge of important towns, the expense of lodgings is, as has been pointed out, substantially provided for by a high scale of ordinary pay. In the great majority of counties, the pay is naturally lower than in the great centres of population, where rent and prices are high; but it is fixed with the general view of enabling the constable to pay for his lodgings. In cases where a policeman has to pay a rent higher than that contemplated in fixing his pay, he is allowed the excess. The hardships involved in the present practice of the Irish Constabulary, the inconsistency of that practice with the principle on which the scale of pay is arranged, and the precedent of the ordinary rural forces of England, induce us to recommend that married men not provided with barrack accommodation for their families be given an allowance towards rent. They already escape certain expenses of the internal management of the barrack, and the amount so saved is available for purposes of rent. The witnesses generally assented to the opinion that an allowance to commence at the end of ten years' service, if a man were then married, would go far to remedy the grievance, and, at the same time, avoid giving an excessive inducement to marriage at too early a period. However, according to the scheme of pay which we have proposed, every constable who marries at the earliest time allowed, and resides outside, will be entitled to the 1s. per week reckoned as chargeable to his comrades for barrack accommodation. This will give him 2l. 12s. a-year. We recommend that at the end of his tenth year this be supplemented by the allowance of an equal sum. This will raise the accommodation allowance to 5l. 4s., an amount which, added to the sum saved by non-liability to certain barrack charges, will give about 6l. a-year available for rent.

We also recommend that the Government should take steps to provide accommodation, either by enlarging the barracks or by hiring houses for residence. Such accommodation would, of course, take the place of an allowance for rent. 26s. is less than men pay for rent in many towns and in some rural districts. There are many places where houses capable of accommodating several families could be obtained at moderate rents. It is often in these localities that the Constabulary get the worst accommodation at the highest cost.

At present some married men, whose families live outside, are obliged to sleep in barrack, under regulations of which we hereafter suggest a modification. We recommend that in such cases, where the man takes his food with his family, and where his family is living under rent near the barrack, no deduction should be made from his gross pay in respect of the barrack accommodation which he is compelled to use.

(2.) *Boot Money.*—All the witnesses on behalf of the men joined in a demand for boot money. It appears that the rule in all other forces is to make such an allowance, amounting usually to 6d. a-week, or to supply boots, and the prevalence of this rule was relied on as an argument in support of the claim. The late Commission had this subject, amongst others, before them, and did not recommend any direct relief to the men with reference to it. They made, however, certain recommendations with regard to marching money, which, if the nature and history of that allowance be carefully considered, must be taken to have had the effect of recompensing the policemen who happen to earn marching money for some portion of the wear and tear of foot gear.

Marching money was originally given to enable men to bear the expenses incurred by marching—that is to say, to pay for subsistence while on the march and for the wear and tear of boots caused by the march. In the course of time men, in many instances, preferred hiring cars, and paying for them out of their marching money. The elements of subsistence and wear and tear then ceased to enter so distinctly into the object and use of the allowance, which gradually became a locomotive rather than a subsistence and wear and tear allowance.

So things continued up to the date of the late Commission. That body made two recommendations: (a) that a new and more liberal scale of marching money should be granted; that instead of receiving an allowance of 1s. for each 12 miles, and only when a distance of 12 miles from his station had been traversed on certain duties, the policeman should receive 2d. for every mile on all occasions of duty, except patrolling, which obliged him to go out of his own sub-district to a greater distance than 6 miles from his station; (b) that the rule which prevented men from obtaining marching money and "extra pay" for the same occasion of duty should be abolished, and that men should be entitled to both allowances for the same occasion if they fulfilled the conditions respectively regulating them. Now, extra pay is distinctly a subsistence allowance, and the effect of the second recommendation of the late Commission just referred to was to treat marching money as void of any element of a subsistence allowance; to give men entitled to it a separate and simultaneous subsistence allowance in every case where the necessity for such an allowance is contemplated by the regulations, and to impress still more strongly on marching money the character of a locomotive as distinguished from a subsistence allowance. The question then suggests itself, Why, under such circumstances, did the late Commissioners recommend an increase of the marching allowance? It would appear from the character of questions put by them that while they were discussing the question of the sufficiency of marching money as a locomotive allowance, they also bore in mind the original "wear and tear" element of that allowance; that they found in that element a method of giving some assistance on the subject of boots; and that, while they declined to go the length of recommending a boot allowance, they determined to give the men some help in that respect, according to a precedent which they found in the former history of the force. We have had opportunities of considering the question of boot allowance with a much larger body of evidence before us as to the general conditions of the force, as to what they can do on their pay, and as to the position of other forces, than the scope and limits of the late Commission afforded. Having regard to that evidence, we recommend that a boot allowance equal to that generally enjoyed by other forces to which boots are not supplied, namely, 6d. a-week, be given the Irish Constabulary. But we are bound, while making this suggestion, to recommend also that the marching allowance be reduced to the dimensions of a mere locomotive allowance, and that it be diminished by an amount representing the proportion of it which may be assumed from the history of the allowance to be available for boot money. We therefore recommend that, if a boot allowance is granted, marching money be given for the future under the following conditions:—

Men proceeding out of their own sub-districts to a distance of 8 miles from barracks on any duty except patrol, warrant, or dispatch, and not being conveyed at the public expense by rail or otherwise, to be entitled, if head constables, to 1s. 3d.; if under that rank, to 1s., for every 8 miles traversed.

We make a slight distinction between the head constable and his subordinates, as his position subjects him when travelling to greater expense.

It will be remarked that, while the boot allowance benefits the entire force, all of whom are equally entitled to any assistance given on this point, the present system affords no such assistance to men who do not earn marching money.

We have considered whether the supply of boots would be a satisfactory solution of this question, and come to the conclusion that it would not suit the Irish Constabulary.

bulary, because, as the men are scattered in small bodies through the country, it would be difficult to fit them under a system of contract. There are objects, such as the making of uniforms and the repair of arms and accoutrements, which, under proper arrangements, can be effected well and economically through the Department. With reference to such matters, there are good reasons for working through the Department instead of giving allowances, but those reasons do not apply to the question of foot-gear.

(3.) *Allowance for Plain Clothes.*—We have carefully considered the claim for a general allowance for plain clothes. We find nothing in the precedents of other forces, or in the circumstances of the Royal Irish Constabulary, to sustain it.

(4.) *Allowances for Absence from Barracks.*—The allowances called "extra pay" are intended to cover the cost for subsistence and lodging incurred by men during absence from barrack, on any duty except patrols and the execution of warrants. Three of these allowances are at present given: (a) for a night's absence, (b) for absence for twelve, and (c) eight hours. The night allowance is 4s. to head constables, and 3s. 6d. to men under that rank. These sums were substituted on the recommendation of the late Commission for corresponding allowances of 8s. 6d. and 2s. 6d. A special extra allowance of 1s. a-night was given, in consequence of the increase of charges during the land agitation, for the six months ending the 29th October, 1882. There are allowances to head constables of 1s. 9d., and to other ranks of 1s. 6d., for absence during twelve hours, and 1s. 3d. to head constables and 1s. to other ranks for absence during eight hours, which replace a uniform allowance formerly given of 1s. 3d. to head constables, and 1s. to other ranks, for ten hours' absence. These allowances were supplemented by 6d. during the six months above referred to.

The witnesses sought in the first place that the temporary allowances should be made permanent. We are unable to accede to this claim. The evidence shows that a great deal of the expense lately incurred during absence from barrack has been the result of exactions caused by ill-feeling in certain localities. That ill-feeling has already abated, and the exactions which necessitated the temporary increase are not likely to be continued. It is desirable that the Executive should retain the power of giving special allowances for periods and districts and occasions in which exactions are likely to take place, as well as the power of giving something beyond the permanent allowance in any case where exactions involving substantial expenditure beyond the ordinary allowance can be proved to have occurred. But it is to be borne in mind that extra pay is not for remuneration, but to cover actual expenditure, and this principle forbids us to recommend a rate for general and permanent adoption which has been only rendered necessary by special and temporary circumstances.

As we are of opinion that the difference between the permanent night allowance of the head constable and that of the men in the ranks below him is insufficient to provide him with accommodation suitable to his rank in the force, we recommend that his nightly allowance be raised to 4s. 6d.

It was sought in the second place to modify the regulation by which night allowance is at present confined to cases where the twelve hours' absence covers the hours between 9 P.M. and 3 A.M. Under the regulation in force previous to the late permanent increase, any ten hours begun before 3 A.M. gave a right to the allowance. The object to be secured is that the absence should be calculated, under ordinary circumstances, to involve the expenditure of the allowance on subsistence or lodging, or both. It seems to us that this object was not gained by the old regulation, to which, therefore, we cannot recommend a return. But we believe it will be gained by making it sufficient that the twelve hours should cover the period between 10 P.M. and 3 A.M., and we recommend that the regulations be altered accordingly.

(5.) *Fuel and Light Allowance.*—An increase is sought of the allowance for fuel and light. This allowance is intended to cover the cost of fuel and light for the guard-room alone. Where it is shown to be insufficient for that expenditure, the Inspector-General has the power of approving of an additional half or even a double allowance. We recommend that the fuel and light accounts of the guard-room be accurately kept, and we believe that where loss is necessarily sustained, it can be met by an exercise of the Inspector-General's power.

(6.) *Allowances for Making-up Uniform, &c.*—On the subject of clothing, it is alleged that frequent delays occur in the issue; that the kersey jacket is of inferior material; that the pattern of the forage cap requires improvement; and that the allowance for making-up uniform is not sufficient. The three first matters deserve, and, we believe, are engaging, the attention of the Department. The allowance now given for making clothing may not always meet the demands of tailors unaccustomed

to make up uniforms. It is probably otherwise in the case of tailors accustomed to such work. The system of issuing made-up clothing was adopted some years ago under certain disadvantages, but with considerable success. These disadvantages could now be in great measure overcome, and we recommend a recurrence to the system.*

(7.) *Storekeepers' Allowance.*—A claim made by county inspectors' clerks for increased remuneration cannot be sustained. They receive at present a store allowance of 7l. 10s. a-year. In addition, they escape severe police duties, and the Regulations secure them, if capable and well-conducted, promotion at an early period.

(8.) *Allowance for Inspection of Weights and Measures.*—Head constables holding the position of *ex officio* inspectors of weights and measures incur considerable labour and extra expense in that duty, and provision should be made for giving them adequate remuneration from the source whence the general cost of the inspection is defrayed.

PROMOTION.

The complaints and suggestions as to promotion are of two classes: (1) As to promotion to sub-inspectorship; (2) as to promotion to the ranks of acting constable, constable, and head constable.

(1.) *Promotion to Sub-Inspectorship.*

At present a fourth of the sub-inspectorships are given to head constables. The rest are competed for by candidates nominated by the Lord Lieutenant, a certain number of nominations being reserved for the sons of Constabulary officers. Several witnesses suggested that the force should be officered entirely from the ranks; others that one-half or some other proportion larger than one-fourth of the posts should be so filled. The precedent of other police forces was relied on. Many, while desirous that the ranks should be well represented among the officers, were in favour of the main of the system at present in force. On the whole, we do not believe that the appointment of head constables to all the sub-inspectorships would give universal satisfaction to the men. Some officers so appointed are said to be rigid in small matters of discipline, and less acceptable in other respects than those who are appointed on examination. The precedent of the English and Dublin forces is not exact. A semi-military force imposes duties on its officers which obviously require qualities different in some respects from those suited to purely civil forces. The officers of an armed force, in dealing with their own men and with the people, require habits of command and perfect tact, qualities with which education and social training have a good deal to say. A strict discipline, like that of the Constabulary, administered by men of education and social experience, is likely to produce less unnecessary rigour and a readier spirit of duty than if enforced solely by officers whose previous life has been passed in subjection to that discipline. The officers chosen from the force have done their duty satisfactorily. But it is to be remembered that their mode of action is guided and their status determined by the action and status of their brother officers appointed by competitive examination, who are in a majority. If the relative proportions of the two were reversed, while the duties and discipline of the force remain unaltered, it is to be feared that some of the authority and influence and tact now displayed by the whole body of officers in their relations with the men and with the public would be lost. When duty and discipline cease to be of a military character, a great change may be advisable. At present, we can only recommend that no hard and fast line should confine promotion from the ranks to any particular proportion of sub-inspectorships, to the exclusion of any head constable whose superior qualities fit him for command. But while we see no reason for rigidly confining promotion from the rank of head constable to a fourth of the higher posts, we are prevented, by the considerations above stated, from recommending that a larger definite proportion should necessarily be so filled.

(2.) *Promotion to the Ranks of Acting Constable, Constable, and Head Constable.*

The second branch of the question of promotion was evidently a source of great anxiety to the witnesses and those for whom they spoke. The present unequal admi-

* Some complaints were made of the material used for tunics and trousers. At present it is bought by the contractor. If the authorities undertook the purchase, issuing samples and inviting tenders, a greater certainty of supplies could be ensured, a better article would probably be secured, and, as the Department would pay ready money, an economy would be effected. The growth of the Irish woollen trade makes it likely that this system could be adopted with every prospect of success.

nistrations of promotion, which is attributed by the witnesses, not to intentional unfairness, but to the inherent defects of the system, appears to be a cause of deep and, to a great extent, reasonable dissatisfaction.

The promotion of the sub-constable to the rank of acting constable (which, though probationary, leads almost necessarily to the rank of constable) is obtained, under ordinary circumstances, in the following manner:—The sub-inspector places the names of such men as he considers deserving on his promotion list in order of eligibility. The county inspector then makes a list, which comprises all the names appearing on the lists of his sub-inspectors, and it is his duty to arrange them according to his own judgment of their merits, and without considering himself bound by the order held on the lists of his sub-inspectors. The power of recommending for promotion, therefore, rests, practically, with the county inspector.

The county inspector's list lies before the Inspector-General, who, as vacancies occur in the county, promotes from that list, adopting, save in very exceptional cases, its order of merit.

The points to be considered by the county inspector in arranging the promotion lists are, length of service, steadiness, zeal in the discharge of duty, education, and knowledge of police duties. The comparative importance to be attached to these several points is very much within the discretion of the county inspector. As county inspectors have different standards for estimating men, and also take widely divergent views of the relative value of those useful qualities, a want of uniformity in the system of recommendation is produced, and inequalities in promotion are the result. Some county inspectors are almost wholly guided by seniority, provided the senior men come up to an average standard of fitness. Others give greater weight to education, zeal, or general smartness and good physique, and, making little or no account of length of service, give high places on the list to very young men.

While it is desirable that the immediate superiors under whom men serve should retain a large discretion as to recommendation, still, if some general rules were laid down for the guidance of county and sub-inspectors fewer inequalities in the course of promotion would occur, and the incentives to exertion on the part of individual policemen would not be diminished. We think that men should not, under ordinary circumstances, be examined for promotion until they have attained a service of eight years, and that then all men who are not, in the opinion of their officers, disqualified for promotion by misconduct or inattention to duty, should be entitled to present themselves for examination as to their educational attainments and knowledge of police duties. The examinations might continue to be carried out at head-quarters by the county inspector, and no delegation of any part of his duty in this important and delicate matter should be permitted. To secure, so far as possible, a uniform test, the passages for dictation and the papers of questions to be answered in writing by the candidates should be supplied from the Constabulary Office in Dublin. This examination should be regarded as a qualifying and not a competitive test. Once men pass it, we think their place from time to time on the county inspector's list should depend to a great extent on seniority, regard being also had to a comparison of the qualities displayed by them during the continuance of their service. In cases of extraordinary merit, the Inspector-General should be unfettered by any rule in giving promotion.

Promotion from the rank of acting constable to that of constable is now regulated by seniority, and we think this arrangement satisfactory.

Promotion to the rank of head constable is conditional on the constable's obtaining the recommendation of his county inspector, and passing a qualifying examination at the Dublin head-quarters. Subject to these conditions it is, under ordinary circumstances, regulated by seniority.

There are, however, three exceptional courses by which promotion to the rank of head constable is accelerated. (1) A policeman of sixteen years' service, of which five have been passed in the rank of constable and six in the discharge of duty as clerk to a county inspector, is entitled to present himself for examination for promotion to the rank of head constable. We think, having regard to his responsible duties, that the regulation is fair. (2) Any constable who has been in that rank for two years in charge of a station, or for three years not in charge of a station, can compete for a place on what is called "the select list." The competition is carried on by examination at head-quarters in Dublin. The advantages obtainable through the select list by sub-constables promoted at an early period of service to the rank of constable are considerable. It is possible in this way for a man to become a head constable after a service of ten years, and that without having shown any great capacity as a practical policeman. A sufficient incentive to the attainment of high educational qualifications

would, in our opinion, still remain if constables were not allowed to compete for a place on the select list under fourteen years' service. (3) Promotion may be accelerated to the rank of head constable (as well as to the inferior ranks of acting constable and constable) by obtaining a place on "the special list" as a reward for police services which have won "favourable records." A strong feeling exists against the maintenance of this list, founded on the belief that many men have through it secured promotion over the heads of their seniors without real superiority of merit. At the same time, the force appears not only willing, but anxious, that the Inspector-General should have power to promote in cases of exceptional good service. It should be added that the authorities of the force have, to a great extent, ceased to promote by the special list. We recommend its suppression, and the occasional exercise by the Inspector-General of his power to give or recommend speedy promotion to men of exceptional merit.

The importance of the subject of promotion can scarcely be overrated. Unquestionably, the head-quarter officers have at all times given special attention to it. But it is difficult to resist the conclusion that, owing to the fewness of their opportunities of seeing the men and becoming acquainted with their individual merits, it is not easy for them to exercise their powers of selection, and to supervise the recommendations of county inspectors, in such a manner as to give complete satisfaction to the force.

Complaints have been made of the slowness of promotion in the mounted force. Formerly, owing to the small proportion of constables to sub-constables in this branch, promotion was slower than in the infantry. At present, however, the men in each rank bear substantially the same proportion to each other as in the infantry. The rule by which men are discontinued on attaining the age of 45 has been complained of both by infantry and mounted men. It is believed to have been framed with the view of giving a quicker flow of promotion in the mounted force. Most mounted men of 45 being constables, their being discontinued generally gives a step to the mounted force, but takes the prospect of one from the infantry, to which the constable is transferred. We think also that the change of duties at an advanced period of life and service is not in the interest of the public, and we recommend that the rule be abolished.

Witnesses representing the reserve complained that their chances of promotion were diminished, their expenditure increased, and their duties rendered unduly severe by frequent transfers from county to county.

We think these are good grounds for complaint, and recommend that men who have served two years on the reserve shall be entitled to permanent transfer to a county.

Evidence was given that an impression prevails among some members of the force that sectarian influences, and, to some extent, freemasonry, affect promotion. No direct evidence was offered of the truth of this impression, but its existence in the men's minds was alleged not alone by policemen of the creed supposed to lie at a disadvantage, but by those of the denomination supposed to be favoured. The latter showed a generous anxiety that the prospects of their comrades should lose nothing by such influences as we have referred to. We trust that no such influences will ever be allowed to affect the force. We believe that the heads of the Constabulary are incapable of being moved by them. Even if it were proved that such motives operated, it would be difficult to counteract them by special regulations. In our opinion, the impression, which has lost strength of late years, will disappear when general rules, insuring regularity and uniformity of promotion, are adopted.

DISCIPLINE.

(1.) *Unfavourable Records and Fines.*—Few complaints were put forward with more earnestness than that touching the system of unfavourable records. Connected with this is the subject of fines, which, it was alleged, have been in many cases out of proportion to the offences committed and to the incomes of the force. Unfavourable records are not, properly speaking, punishments, but the results of punishment. The ordinary punishments are admonition, fine, and dismissal. Admonitions can be inflicted only by the Inspector-General. He, too, can impose a maximum fine of 5*l.*, while the County Inspector can inflict a fine not exceeding 10*l.* The power of dismissal rests with the Lord Lieutenant, and is exercised on the advice of the Inspector-General. It was alleged that the fines which have been imposed are too high; that they impoverish the offender and bring him into debt; that they are

calculated to make men hopeless and discontented, and thus to discourage rather than secure reformation. The testimony of the officers of English and Scotch forces went far to support these views. In the borough and county forces in England the maximum fine is the amount of a week's pay. In Glasgow it is limited to 1*l*. We believe that it is unwise to resort to severe fines, and we therefore recommend that the maximum fine within the discretion of the Inspector-General be for the future a week's pay.

An unfavourable record is a registration in the books of the county and in the books of the Constabulary Office in Dublin of one or more punishments. It is preserved during the entire of the offender's subsequent career. It may have been incurred by some thoughtless act in the first days of service, but it follows the policeman till retirement or death. It has three effects: (a) It binds or indefinitely postpones promotion; (b) it diminishes pension; (c) it diminishes the gratuity payable after the death of the policeman to his widow and children. An unfavourable record is the necessary consequence of (a) a fine imposed by the Inspector-General; (b) two admonitions by the Inspector-General; (c) two fines imposed by the County Inspector. The evidence of officers and men has convinced us that the system, as at present regulated, does not encourage reformation. The record affects promotion, pension, and gratuity to an extent which is the more discouraging because it is uncertain and indefinite. The testimony of the Irish witnesses is sustained by the experience of the English officers, in whose forces misconduct, while affecting the man's prospects during the year immediately following it, may be virtually wiped out after a moderate time by good behaviour. We recommend: First, that an unfavourable record should not be a necessary consequence of a fine inflicted by the Inspector-General, and that it should be left to his discretion to decide whether the fine should be registered as an unfavourable record or not. Secondly, that neither the fines of the County Inspector nor the admonitions of the Inspector-General should be registered as unfavourable records. County Inspectors' fines are often imposed, and no doubt very justly, for errors and misconduct the occurrence of which for a second time does not justify the formidable consequences resulting from the record. Of course, the repetition of fines will continue to influence the authorities as to promotion. That is quite right and necessary. The only effect of our recommendation will be to prevent the consequences of County Inspectors' fines from setting up an absolute barrier of greater or less duration to advancement. An unfavourable record will still follow offences which are grave enough to be brought under the notice of the central authority, and to merit, in his opinion, more serious consequences than the fine inflicted by him. Thirdly, we recommend that, in registering a record, the Inspector-General should name the period during which it is to be in force, such period not to exceed five years; and that after the expiration of the period named the record should no longer be quoted. It was, however, suggested by witnesses from the ranks, and we adopt the view, that, other things being equal, a man of unspotted career should be promoted in preference to one who had had an unfavourable record, even at a remote date. Fourthly, that once a man having incurred an unfavourable record has been promoted, we recommend that the record should cease to militate in any degree against his further advancement. Fifthly, we recommend that unfavourable records, if followed by general good conduct, should have no effect on pension or gratuity. The diminution of pension or gratuity on account of old offences is not like the refusal or delay of promotion, for which misconduct may possibly have unfitted a policeman. It is simply a renewal of punishment by way of fine for an offence already punished. Such retribution may have been tolerable under the system which gave pension equal to pay, but its consequences would be much more severe with the reduced system of pension which will prevail in the future. It is to be expected that the penalty of dismissal will be more frequently used if the restrictions on other punishments recommended by us are adopted. The force cannot complain of this. If a modified system of punishment cannot maintain discipline, the only remedy will be to remove the elements of disorder.

(2.) *Regulation as to entering Public-houses.*—The regulation by which men are prohibited from entering public-houses, except in the discharge of duty, was complained of. This rule, in many cases, cannot be enforced. It appears that violations of it, for which no pretext can be offered, constantly pass unnoticed. Again, the shops in which the Constabulary of necessity purchases supplies are often public-houses. No such restriction, affecting the hours when men are not on duty, exists in England. After most careful consideration, we recommend that, as a general rule, it should not for the future be enforced save in the hours of actual duty. Believing, from the tone of the witnesses, that the force sets a high value on its prestige, we are of

opinion that its sobriety and high character will be better assured by trusting to the self-respect of the men, and according to them a privilege enjoyed by other constabularies, than by retaining the present practice. If our recommendation be adopted, its effect on the discipline of the force will altogether depend on the discretion and good sense of the men in availing themselves of the privilege. As a necessary safeguard against obvious dangers and abuses, we recommend that in every instance where an officer of the force deems it advisable, he shall have the power to place a qualified or absolute restriction, affecting districts, particular houses, or individuals, on the exercise of the right. We trust that if this recommendation is adopted, it will be justified by the conduct of the force.

(3.) *Regulations as to carrying on of Trade by Wives of Constables.*—It has been suggested that the wives of members of the force should be at liberty to engage in such business as the authorities of the force may think permissible. We approve of this suggestion, and we believe that its adoption would not only increase the comforts of families, but promote habits of thrift and industry.

(4.) *Relations between the Magistracy and the Force.*—Complaints were made with evident reserve by many of the men that the authority exercised by the special resident magistrates was calculated to harass and disorganize the force. It was difficult to obtain detailed information of the occurrences which led to this impression, but it was shared by experienced officers whom we examined. We are of opinion that it is desirable to define with whatever accuracy is reasonably possible the relations to be borne by the special resident magistracy to the force. In doing so, it is to be borne in mind, on the one hand, that the Constabulary is the force wielded by the civil power, and that emergencies may arise in which the magistrate must seek its immediate aid without a nice regard to its routine and regulations; on the other, that the Constabulary being a semi-military force, sustained by strict discipline and by the obedience and attachment of the men to their officers, it is not expedient that magistrates should, without necessity, take any steps calculated to interfere with the ordinary regulations, or to impede the direct control of the authorities of the force. It is desirable that nothing should interpose between the officers and the men, and that, so far as it is possible, all suggestions and commands should come through the former. It is difficult for an official to discharge important duties for the detection of crime without guiding to some extent the action of the constabulary on whose assistance he relies. Indeed, his business is rather the work of a police officer than that of a magistrate. In fact, he is excluded from judicial action with reference to the crimes which he is employed to bring to justice. But the officials we refer to are unconnected with the force, and have no direct responsibility for its discipline. They do not, and, owing to the division of authority, cannot, set it in motion with perfect economy of the men's strength and of money.

(5.) *Responsibility of Senior for Junior.*—Senior men should not be held responsible for offences against discipline committed by juniors in their charge unless they have been guilty of connivance or careless supervision.

(6.) *Courts of Inquiry.*—It is strongly urged on behalf of the men that officers on Courts of Inquiry should be sworn.

The suggestion was made, not from any doubt of the honour of the Tribunal, but because it is believed that officers would be more strongly alive to the purely judicial character of the duty if an oath were administered. We recommend that the suggestion be adopted.

(7.) *Hospital Accommodation and Management.*—Men coming to Dublin for medical treatment are sent to Stevens' Hospital. Some complaints have been made before us that matters important to the comfort of patients are neglected; and that arrangements do not exist for the regular attendance of a Roman Catholic clergyman. We are confident that these matters only require to be mentioned by us to insure attention and reform.

(8.) *Stoppages during Illness.*—A stoppage of about 6*d.* or 7*d.* from the daily pay is now made in the case of men who have been more than ninety days off duty through illness. This is done in order to prevent malingering, not to compensate the public for loss of services. This stoppage is not analogous to those which are made for absence during illness in other forces. They rest on very different considerations, which it is not within our province to discuss. It is admitted that the deduction made from the pay of the Constabulary does not affect its object. It tolerates the possibility of malingering for a period not exceeding three months. It then recalls the malingeringer to duty, and reduces the resources of the real sufferer when either

convalescence or protracted illness requires nourishment. Strong complaints were made against the rule, and we recommend its discontinuance.

(9.) *Transfer on Marriage.*—Men who marry natives of counties in which they are stationed are, according to a rule of the force, transferred to other counties. The men desire that these transfers should when practicable be made to neighbouring counties, and we think the request is not unreasonable.

(10.) *Absence from Barrack when off Duty.*—We recommend that the radius of a quarter-of-a-mile from barrack, beyond which men are now forbidden to go when off duty, be extended to a mile.

(11.) *Regulation as to Distance from Barrack of Constable's Lodgings.*—Also, that the rule compelling men living outside to reside within a quarter-of-a-mile of barrack be abolished, and that such men be permitted to live at any spot approved of and considered within a proper distance of barrack by the officer of the district.

(12.) *Regulation as to Children in Barrack.*—Married men complain of the rule by which their children over 14½ years of age are required to sleep out of barrack, on the ground of moral danger and expense. We think children up to the age of 16 might be allowed to sleep in barrack; but when the father is a widower, it would appear desirable that this privilege should not be extended to his female children.

(13.) *Regulation as to Number of Constables required to Sleep in Barrack.*—We believe that the largest possible proportion of married men for whose families barrack accommodation is not provided should be permitted to sleep at their lodgings, and that the rule at present in force on this point should be relaxed.

(14.) *Leave of Absence.*—It is asked that constables in charge be authorized to grant leave of absence for eight, instead of four hours, the present limit. This request is reasonable, but the right of absence should terminate before roll-call.

(15.) *Roll-call.*—We recommend that 10 P.M. be fixed as the time for roll-call for the winter, as it is now for the summer months.

(16.) *Barrack Orderlies.*—Barrack orderlies might be permitted to take rest till 7 instead of 6 A.M.

(17.) *Canteen at Depot.*—The sub-constables at the depot ask to be represented on the Canteen Committee. We think them entitled to this; they are the principal expenders of money at the canteen.

(18.) *Fishing.*—We recommend that the men be permitted to amuse themselves in their leisure hours by fishing, provided care be taken to prevent infringements of private rights.

(19.) *Depot Schoolmaster.*—The depot schoolmaster instructs cadets and recruits, and requires a position giving some weight and authority. He ranks at present as an ordinary head constable, and receives, in addition to the pay of his rank, an allowance provided out of fees paid by those instructed. We recommend that the post of Police Instructor be created, and that there be attached to it a moderate salary. It would simplify the matter if the fees were credited to the public and the salary and pension met in the ordinary way. The present schoolmaster has been before us as a witness. The recommendation we have made as to the position may not, in all respects, meet his case, but we feel bound to say that his valuable services and the circumstances of his career deserve favourable consideration from his superiors.

CONCLUSION.

We have now submitted our opinions on the important matters brought before us. We trust we may be allowed to say, before concluding, that the men gave their evidence, not only with intelligence, but with an unassuming, natural tone of respect for the traditions of the force and for their superiors. We owe much to the officers for their evidence and assistance, and we desire especially to record our sense of the value of the evidence given by Colonel Bruce, the Inspector-General, of his readiness to suggest or facilitate everything in the power of the Department that could further the objects of the Committee, and of his anxiety, when consulted as to matters of discipline, to maintain everything that was necessary, and to modify everything that was needlessly rigorous, in the regulations. The English witnesses have given us much valuable information as to their forces. Mr. Hatfield, the Accountant of the Constabulary, deserves thanks for the accurate statements and explanations on matters of finance he afforded us at the beginning and frequently in the course of our sittings, to the interruption of his many and pressing duties. Our first Secretary, Mr. Dunster-ville, an officer of the force, was recalled to important Constabulary service very

early in our proceedings, and we regretted his removal. His place was taken by Mr. Mitchell, of the Paymaster-General's office. This gentleman has shown an industry and skill in the arrangement of business during the sittings for the examination of witnesses, and in the preparation of difficult and complex calculations and statements required for the consideration of the Report, which deserve more than a passing expression of approval. We are indebted to Mr. Hunt, who acted as our short-hand writer, for his accurate reports of the evidence given before us.

We have the honour to be,

Your Excellency's obedient Servants,

(Signed) RICHARD O'SHAUGHNESSY, *Chairman*.
R. W. A. HOLMES,
D. HARRELL.

ROYAL IRISH CONSTABULARY.

REPORT of Committee of Inquiry: 1891.

*Presented to both Houses of Parliament by Com-
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1882.

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" " (B) refer to the evidence of the Officers of the Royal Irish Constabulary.

" " (C) refer to the evidence of Officers of English Constabulary Forces.

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(C) 3107, 8174-26, 12255, 12333, 12362.

(D) 15068-123.

Duties. Patrols, increase of—

- (A) 1229, 2202, 2344, 2358, 2359, 2363, 2319, 4685, 5429, 5555, 5819, 10727-43, 11320, 12025-26, 12303-33, 13110, 13142, 14414-27, 14817-25.
(B) 10303-7, 11637-43, 11703, 11718, 11802-7, 11894-95, 11783-87, 14936.
(C) 8077-84.

Duties, extra—

Contagious Diseases Act—

- (B) 188.

Census—

- (A) 5617-19, 5431, 7263-54, 7378, 14337.

Agricultural Returns—

- (A) 7284.

- (C) 8101-8, 8158-62, 12060, 12060.

See also "Weights and Measures."

Examinations. See "Select List" and "Police Duties."

Extra pay. See "Night's absence."

Fines, reports, &c.—

- (A) 2048-5, 1551, 2519, 3980, 5007-13, 5331-35, 5528-74, 5482, 5619, 6344-45, 6392, 6842, 6920, 7228, 9456, 9530-37, 9748-54, 9912-30, 10469, 10585, 10843, 12722-28, 15249, 15347, 14304, 14568.
(B) 14947, 14958-59, 14984-89.
(C) 8210-32, 8259-34, 12263-36.

Fishing, permission for, asked—

- (A) 2501, 5945, 3106, 9763, 10112.
(B) 11168, 11929-71, 14941-43.

Procurement—

- (A) 5583-40, 3790-23, 6863, 9478.

Fuel allowance—

- (A) 460-71, 797-807, 1716-40, 2108-9, 2354, 2562, 2691-96, 2907, 4069, 4718, 4870-78, 5025, 5694, 5782, 6043-67, 6183-6206, 6311, 6360, 6861, 6982, 7229, 7466, 8384-86, 8474-75, 8571, 8967-10, 9039-74, 9431, 9568, 9831-36, 10007, 12998, 14311, 14646-55.
(B) 192-177, 11169, 14903-8.
(D) 15055-57.

Garden. See "Married Men"

Gratuities from the public, received by English police—

- (A) 2668-65, 2630, 4401, 6423, 11298-28, 11393, 11324, 12359-85, 12946.
(C) 8143-62, 12227-31.

Harrocks. See "Uniform."

Head Constable in charge of district for Sub-Inspector—

- (A) 2043-33, 2394, 2634-38, 3409(6), 3774-84, 4350-63, 9434-47, 11030-34, 11262, 12549-54.
(B) 14936.

Head Constable. See "Night's Absence" and "Uniform."

Helmet. See "Uniform."

Hospital accommodation, &c.—

- (A) 8401, 8519-32, 6870-78, 6912-16, 6384, 9497, 9601.

Hostility of the people towards the police—

- (A) 812, 858-88, 879, 1102, 1381-83, 1566, 1601-4, 2420, 2474, 8325, 8426, 3894, 3711, 4413, 4735, 5455, 5480, 5943, 6146, 6449, 6828, 7379, 8467, 8521-26, 8864, 9043, 9329-30, 9480-82, 9878, 12031, 12910, 12913, 13138, 14688-89. (See also "Pay.")
(B) 11864, 11878, 11898, 11793, 14802.
(C) 8205-6, 8289, 8290.

[1502]

Leave. Constable to have power to grant longer leave—

- (A) 704, 968, 4099, 5386, 5551, 5703, 5885, 6036, 6755, 6863, 7083-85, 7469, 7922, 8028, 9226, 9378, 9480, 9702, 10113, 11289, 11487, 12472, 12630, 13, 603.
(B) 11161, 11794-97, 11950-54, 14914.

Leave. Sub-Inspectors to have power to grant longer leave—

- (A) 8650-53, 10534, 11497-38.

Leave. Reporting themselves to officers while on leave—

- (A) 5358, 5561, 4653, 9226.

Leave. Extension of the quarter-mile limit—

- (A) 2282-87, 2661-64, 4215, 4331-33, 4814, 4757, 4929, 5097, 5398, 5542-48, 5705, 5850, 6026-38, 7087, 8590-92, 8752, 9010, 10814, 10632, 10815, 12735, 13682, 13882, 14356, 14616.
(B) 11163-57, 11793-97, 11946-49, 11962, 14911.
(C) 8087, 8126.

Leave. Extension of time up to or beyond roll-call—

- (A) 704, 2299, 6823, 8465, 10588, 10814, 11289, 11487, 12472, 13, 633, 13995.
(B) 11796-99, 11866-68, 11970.

Leave. Permission to wear plain clothes on short leave—

- (A) 3460(11)-3460(13), 3560-78, 4007, 6034, 12472.

Leave. Difficulty in obtaining annual leave—

- (A) 4193-95, 5480, 9563-63.
(C) 8321.

Married men. A lodging allowance asked for those not accommodated in barracks—

- (A) 585-625, 1178-88, 1260-21, 1870, 1511-51, 1610, 1802-11, 1969, 2096, 2223, 2344, 2491, 2694, 2839, 2748, 2999, 3187-251, 3341-47, 3443, 3421, 3723, 3856-69, 4046, 4217, 4344, 4428, 4683-91, 4691, 4860-69, 5157-64, 5353, 5464-70, 5614-30, 5668, 5782, 5827-29, 5989-94, 6186, 6339-43, 6525, 6719-24, 6736-38, 6907, 6859, 6902-906, 6970-73, 7054-75, 7204, 7289-98, 7404, 7537, 7603, 8372-79, 8471, 8621-23, 8702-27, 8874-78, 9007-10, 9107, 9197, 9295, 9301, 9438-43, 9557-69, 9714-29, 9874, 9981, 10092, 10168, 10820, 10929, 10763, 11246, 11257, 11417-42, 12013, 12058, 12919, 13070-78, 13209-19, 13642-70, 13, 836-42, 13689, 14070, 14, 546, 14380-401, 14528, 14611, 14, 704.
(B) 10372-75, 10809, 10890, 10936, 11079, 11565, 11581-91, 11669, 11763, 11839, 14894, 15214.
(C) 7871-76, 7899-60, 15139-36, 15176-79, 12208(13).
(D) 15047-48.

Married men. Rents paid by—

- (A) 594, 1186, 1078, 1524, 1543, 1656, 1805, 2345, 2481, 3139, 3342, 3446-47, 3723, 3853, 4428, 4567, 4693, 5157-68, 5405, 5618, 5829-30, 5970-74, 6340, 6526, 6721, 6889-90, 6994, 7065, 7119, 7290, 8375, 8923, 8716, 8877-78, 9203, 9293, 9438, 10704, 10626, 10765, 12071, 13659-69, 13939-41, 14246, 14704.
(B) 10904, 11581, 14827, 15, 199-305.
(C) 12145, 12169.
(D) 15084, 15038-46.

Married men. Details of expenditure—

- (A) 2332, 3648, 4020, 4977, 5154, 5614-48, 5782, 6781, 7096, 7560, 8664, 8688, 8726-49, 8738, 9126-62, 9675, 10202, 10748, 11266-20, 13012.
(B) 10632, 11746.

Married men. Difficulty in living on present pay—

(A) 609, 609-10, 635, 1188, 1807, 2481, 2688, 5685, 6785, 6802, 7038, 7065, 7100, 7545, 7603, 8585, 8755, 8784, 8792, 8800-62, 8803, 9002-03, 9165, 9687, 9988-70, 10428, 10529, 11, 1222, 12, 1622, 12924-30, 12936-58, 13578, 13846, 14394.

(B) 10525, 10625, 10929, 10955, 10999, 10995, 10969, 11565-66, 11568, 11747-52, 11825, 11892, 14899, 15199, 16218, 16225-27.

(C) 12173, 12174.

Married men. Transfers, expense of—

(A) 7603-74, 7609, 10703-12, 11659.

(B) 148-45, 11672.

(C) 8282-83.

Married men. Transfer on marriage—

(A) 1828, 2303, 7086, 8072, 15730-31, 13894-96.

(B) 14802.

(C) 8325.

Married men. Permission to attend Divine Service with their families—

(A) 12477, 13660, 14150, 14743.

Married men. Regulation as to sleeping in barracks—

(A) 3908-12, 6758, 11209, 12160, 12020, 14612.

(B) 14944.

Married men. Regulation as to living within a quarter of a mile of barracks—

(A) 1388, 2229-33, 3725, 3907, 4067, 4621-2, 5255-6, 5249, 5670, 5927, 7637, 11248-56, 11417.

(B) 14855-56, 14910, 15190.

(C) 8111, 8123, 8128, 12143, 12144.

Married men. Wives' industries or trades—

(A) 438-41, 462-3, 1209-17, 1820-27, 2235-47, 2596, 2591, 5160, 4299, 4645, 5693, 5696, 6244-47, 6238-46, 6725, 6822, 6872, 8894-12, 9010, 9011, 9019, 9020, 9286-88, 9444-47, 9574-77, 10190, 10570, 11414, 12315, 12316, 12322, 12374, 12377, 13849, 14011-18, 14750.

(B) 16930-33, 16971, 14993.

(C) 8991-98, 12170.

Married men. Garden, to be allowed to have a larger—

(A) 2587-90, 5960, 6784.

Married men. Servant, in barracks—

(A) 5920, 6000, 7444-44, 14745.

Married men. Regulation as to children living in barracks—

(A) 1319, 1704-13, 2578, 4569-84, 4914, 5601, 5628, 5625, 6994, 7628, 7656, 9312-16, 9596, 9510, 9740, 12623, 14141-49.

(B) 11125-34, 11708, 11980-86, 14, 919.

Married men. Relaxation of barracks regulations in cases of sickness—

(A) 6950, 11205, 11396, 11280, 11556, 13108, 12862.

(B) 14944, 14945.

Marriage. Length of service required before—

(A) 502, 613, 3345, 4696, 5977-82, 6530, 7306, 10124, 10629-32, 12618, 16324-34.

(B) 10927-30, 11828-49.

(C) 8183, 12184.

Men expenses of single men—

(A) 242-43, 359-50, 375, 898-11, 974-94, 1467, 1820, 2177, 2422, 2681, 2813, 2835-41, 2948, 3064-65, 3143, 3306, 3382, 3522, 3840, 4978, 5156, 5277, 5928, 5432-37, 5819-34, 5766, 5782, 5850, 6130, 6303-13, 6768, 6803, 7006-16, 7194, 7322, 7322, 8726-84, 8888-94, 9015-18, 9136-56, 9271, 9343, 9505-703, 9922, 9980, 10308, 10470, 11325-53, 12416-21, 12596-620, 12745, 12981, 13162-68, 13971, 14775-816, 14773.

(B) 10558, 10226, 10948-55, 10977, 10883, 10947-49, 15185.

(C) 12187, 12194.

Marching money—

(A) 2512, 6074-82, 6347, 6371-76, 6832-36, 7384, 13851-60, 14299-27, 14327.

(B) 101-28, 11989-97.

(C) 8282.

Marching money. For visits to circumjacent stations—

(A) 5709-13, 8396-993, 8491-92.

(B) 14367, 14988.

Mounted men. Discounting of, at 45 years of age, before—

(A) 2391-92, 4156, 4163, 4901, 5092, 6235-60, 7621, 8412, 8498, 8760, 13001-34, 14402.

(B) 14905.

Mounted men. Complaints as to stable requisites, &c.—

(A) 4187, 9422, 13062-84.

(B) 14991.

Mounted men. See "Promotion."**Night's absence allowance. Extra pay—**

(A) 934, 995-1004, 1357-38, 1877, 1762-63, 1889-93, 2131-36, 2467-52, 2512, 2623-31, 2732-65, 2910-17, 3174, 3463, 3730-47, 3894, 4094, 4039, 4428, 4845-53, 5008, 5483-88, 5621-63, 5674-81, 6068-73, 6179, 6380, 6467-61, 6577-83, 6733, 6831, 6907, 7302, 7391, 7332-48, 7450, 7510, 7605, 8296, 8498-602, 8813-17, 9213-25, 9364-67, 9490-91, 9741, 9783-94, 9991-6, 10015, 10187-40, 10172, 10628, 10638, 10796-807, 11230-37, 11474, 12094-39, 12432, 12524, 12689-703, 12959-59, 13083, 13220-23, 13383-92, 13737-45, 13777, 13848-50, 14088, 14280, 14434-44, 14427, 14706.

(B) 78-104, 10208-90, 10990-10, 11131, 11614-20, 11620-25, 11822, 11836-60.

(C) 8277-80, 12295 (C).

Night's absence allowance for head constable—

(A) 9829-31, 9176-84, 3463-62, 5732-34, 6170, 6209, 8326-602, 9490, 9420-21, 9783, 10016, 10536, 10796, 11280, 12034, 14446.

(B) 11187, 11619, 11827, 11848.

Night and twelve hours' absence, allowance for—

(A) 2347, 2910, 3674, 3753, 4838, 5618, 5662, 6281, 7036, 9293, 9901, 12040-41, 12946-47, 13294, 14088, 14288.

(B) 68-77.

(C) 8281.

Orphan school. Establishment of desired—

(A) 15999.

Pay—

(B) 4-40, 219-25, 10222, 10243, 10272-80, 10839-53, 10947-54, 10978, 10995, 11072-75, 11061, 11251, 11648, 11729-54, 11764, 11813, 11861, 15174.

(C) 7651-889, 12096-100, 12285 (12), 12287-99.

(D) 14927.

Pay. Increase of 1s. a day generally asked for, on the following grounds—**1. Increased cost of provisions, &c.—**

(A) 326-39, 974, 1470, 1483, 1748, 1750-61, 1807, 1876, 1902, 2533, 2456, 2680, 2710-12, 2823, 3383, 3408, 3637-91, 3828, 4294-312, 1408-10, 4328-38, 4673, 5277, 5431, 5763, 6377-84, 6488, 6506-8, 6708-14, 6877, 6943, 7236, 7379, 7584, 8499, 8550, 8564, 8755, 9031, 9130, 9131-56, 9612, 9687-72, 9702, 9627, 10147, 10893, 10368-607, 11544, 12836, 13048, 14223, 14470, 14629-62.

(B) 10262, 11571, 13181, 15219-24.

(C) 7760.

2. Increased duties—

(A) 410, 974, 982-83, 1762, 1896, 2243, 2415-26, 2940, 2981, 3155-63, 4292, 4411-13, 4529, 4673-75, 4912-13, 4920-61, 4981-83, 5428, 5452, 5752, 5769, 6472-74, 6706-10, 7379, 7628, 7545, 7577-78, 8560, 8566, 8984, 9130, 9263, 9612, 9617, 9929, 10147, 12220, 12379, 12574, 13046, 13172, 13771, 13981.

(B) 11658, 11802, 11820, 11894-95, 11953, 11943-44, 14754.

3. Comparison with pay of other forces—

(A) 290-411, 778-93, 1464, 1894-1901, 2617, 3135, 3159, 3362, 3398-403, 3714-18, 3622-94, 3917, 4273-75, 4546-53, 4678, 4679-81, 4829, 5126-35, 5261, 5423, 5754, 5755, 6103-6, 6821, 7244-63, 7260-66, 7277-74, 7499, 8229-62, 8448-55, 8461, 8560-53, 8590, 8590-55, 8910-3, 8980-83, 9579-90, 9614, 9612-32, 9980, 10118, 10572-76, 10629, 11295, 11325, 11841, 11818, 11821, 11894, 11407-15, 11457-60, 12024, 12082, 12548, 12550-77, 12552, 12637-63, 12936-44, 12943, 13129.

(B) 11553-55, 11727-31, 11739.

4. Higher prices demanded owing to unpopularity of the police—

(A) 1132, 1332, 1337, 1403, 1493-33, 1501-10, 1765-68, 1890, 2436-32, 2451, 2456, 3023-25, 3331-33, 4024, 4543-45, 4526-27, 5472, 6193, 7379, 7386, 8560-5, 8562, 8818-17, 8869, 9267-69, 9519, 9827, 12027, 12010-15, 12059, 13125, 13778, 14506-69, 14626-29.

5. Comparison with earnings of artisans—

(A) 438-449, 794-95, 845-48, 2200, 3187, 4416-19, 4779-81, 5961, 6105, 6822, 6828, 6872, 7576-77, 9167-70, 9707, 10598, 10680, 10769, 12036-38, 13783, 14035, 14684.

(B) 10987, 13182.

(C) 7739, 7759, 7775-78, 7800, 7855, 7808, 7845, 8022.

6. Higher standard of living among all classes—

(A) 239, 241, 280, 3109-10, 4229-36, 5498, 8205, 8322, 8986, 9120.

(C) 8699.

Pay. Savings on present pay, possibility of—

(A) 910, 1162-65, 1455-58, 2979-74, 3013, 3057-60, 3333, 3382-80, 3494, 5538, 5682, 3844-47, 4126, 4394-91, 4582, 4842, 4997, 5315, 5323, 5612, 5615, 5626, 5627, 5721, 6136-40, 6291-93, 6320, 6449, 6517, 6621, 6712, 6799, 6824, 6880, 7231, 7563, 7583, 7453-58, 8496, 8503, 8745-46, 8782-84, 8969, 9150, 9294, 9333-36, 9351, 9357-62, 9629-42, 9952, 10215, 10222-24, 11381, 12232, 12895, 13041, 13161, 13797, 14003, 14296, 14234, 14482-89, 14680-91.

(B) 10534, 10242, 12896, 12981-83, 13104, 11556-58, 11766, 11852, 11855, 11871-73.

(C) 8201-33, 8306-11, 12161-65.

Pay. The present rates of pay were found sufficient until recently—

(A) 421-31, 1113, 1462, 1779, 1774, 1907, 2709-16, 4410, 4838, 4839, 4996, 5371, 5372, 6148-47, 6299, 6390, 7497, 7567, 8589-92, 9029, 9057, 11541, 12058, 14232.

(B) 10223, 10234, 11108.

Pay. "Extra rates" of pay, &c.—

(A) 1280-92, 2260, 3267, 3288, 3702-71, 5458-63, 5895-15, 5461, 6347-49, 8426-28, 9391-96, 10076, 11501, 12464, 12604.

(B) 22-46.

Pension. Scales of pension—

(B) 159-316.

(C) 7950, 7997-8020, 12082, 12185-229.

Pension. Equalization of pensions of men who joined since 1865 with pensions of those who joined before—

(A) 474-84, 852-94, 933-5, 1137-76, 1340-50, 1370-72, 1410, 1457-59, 1555-1030, 1635-37, 1789-36, 1846-81, 1922-81, 2074-82, 2189-91, 2354, 2480, 2574, 2717-45, 2881-2907, 3073, 3165, 3324-28, 3412, 3548, 3696, 3805, 3965, 4027, 4115, 4317-43, 4389, 4467-78, 4651-70, 4720-77, 4940-56, 5112-24, 5234-39, 5412-27, 5471-78, 5687-60, 5733-45, 5931-55, 6149-59, 6221-37, 6430-6479, 6629, 6683-6703, 6815-20, 6873, 6960-59, 7035-52, 7125-36, 7175-80, 7215, 7278-88, 7398-7403, 7486-93, 7590-95, 8355, 8460, 8513, 8531-39, 8925-26, 8989-73, 9023-30, 9186, 9192, 9326, 9449, 9650, 9798, 9867, 9989, 10135, 10385, 10468, 10561, 10755-56, 11295, 11384, 12306, 12326, 12522-23, 12582, 12657, 12738-67, 12801-63, 12806, 12909-28, 13609-13, 13928, 14064, 14158, 14415, 14500, 14623.

(B) 10281, 10860, 10892, 10953, 11057, 11092, 11690, 11869-78, 14853.

Pension. Men who joined since 1860 were generally ignorant of the change in scale of pension—

(A) 869-71, 1170, 1694, 1769, 1846, 1927, 2865, 3078, 3549, 6390, 5118, 5128, 6254, 6425, 5641, 5744, 5926, 6157, 6295, 6491, 6991, 7038, 7126, 7179, 7292, 8258-62, 8518, 8532-33, 9831, 9883, 9992-94, 10463, 12027, 12306.

(B) 10286, 10287.

Pension. Improvement of the favourable scale of the 1847 Act asked for—

(A) 476, 4468, 4770, 4941, 5478, 5659, 6815, 9449, 9625, 9632, 9833, 12799, 13929.

Pension. Difficulty found by pensioners in obtaining employment—

(A) 854-58, 893-93, 1129-61, 1611-21, 1847-51, 2073, 2354, 2901-17, 3170, 3323, 3425-26, 3364, 3695, 3707, 4401, 4537, 4538-67, 5230, 5263-50, 5416, 5537-40, 5736-42, 5945, 6028, 6336, 6415, 8437, 8517, 8521-23, 8540-47, 8827, 9046-45, 9186, 9322, 9486, 9994-95, 10387, 10392, 10676-88, 11401-3, 12316, 12771, 14044, 14051-73, 14507-12, 14700.

(B) 10835-38, 10861-64, 11095-103.

(C) 8291-303, 12986-87.

Pension. Optional retirement after twenty-five years' service, and compulsory retirement after thirty years' service—

(A) 512-24, 929-32, 1106-74, 1267, 1436, 1442, 1621-34, 1793, 2484, 3077, 3259, 3428, 3628, 3899, 4255, 4405, 4619, 5177-81, 5384, 5471, 5656, 5689, 5734, 5926-6025, 6122-65, 6261, 6439-44, 6469, 6632, 6791, 6964, 7092, 7214, 7435, 7488, 7592, 8437, 8537, 8529-31, 9024, 9046-42, 9048-58, 9192, 9194, 9304, 9525, 9726-30, 9819-20, 9982, 10154, 10394, 10461, 10515-16, 10633, 10790, 11460, 12358, 12772-73, 12799, 13079, 13233, 13814, 14164-67, 14502, 14733.

(B) 10282, 11085, 11886, 11687, 11879-87, 12523.

(C) 7982-84, 8050, 8013, 12082-86, 12218.

Pension. Retirement under fifteen years' service, from ill-health—

(A) 6363, 6629, 6684, 10169, 10780, 12776-77, 14287-43, 14314.

(C) 7991, 8204, 12187.

Pensioners. See "Pensions."

Promotion. More promotions to Sub-Inspectorships desired—

- (A) 785-65, 945-55, 1584-88, 1778-96, 1853, 2033-41, 2375-78, 2529-28, 2659, 2783, 2822, 3081, 3234, 3468, 3545, 3798, 3983, 4064, 4256, 4541, 4811-16, 5059-62, 5200, 5205, 5352, 5508-10, 5806-69, 6046-69, 6255, 6393, 6603, 6850, 6993, 72, 7082, 7170, 7297, 7429, 7515, 8440, 8441, 8620-56, 8838-45, 8965, 9730, 9778-82, 10068, 10141-44, 10157-65, 10195, 10440, 10506-8, 10683, 11533, 12406, 12582, 12981, 13617, 13644, 14135, 14375, 14498, 14879.
- (B) 10354-57, 11921-22, 14869-74.

Promotion. General system of promotion—

- (A) 626-794, 698-69, 1088-1386, 1577-90, 1666-1768, 1791, 2001-25, 2035-95, 2218-26, 2367-75, 2528-32, 2661-68, 2695, 3236, 3261, 3339, 3594-691, 3748-59, 3875, 3964-82, 4064, 4131-38, 4255-70, 4446, 4533, 4756, 4866, 5058-84, 5096, 5097, 5196-504, 5341-49, 5311-18, 5717, 5817-26, 5291, 6252, 6358-65, 6562, 6586-603, 6727-42, 6859, 6885-26, 6991, 7078, 7217-23, 7326, 7410-28, 7594-602, 8469, 8410, 8495-95, 8583-94, 8795, 8796, 8191, 9234-60, 9456, 9460-38, 9533-54, 9730, 9884, 10072, 10077, 10155, 10183-83, 10197, 10435-39, 10483, 10771-75, 11293, 11628, 12436, 12708-16, 12952, 13671, 14261, 14409, 14551-57, 14575, 14738.
- (B) 19, 10323-63, 10988, 11890-80, 11125-37, 11697, 11773, 11884, 11895, 14876-82.
- (C) 7715, 7716-18, 8046-61, 8146, 9241-76, 12552-57.
- (D) 14997.

Promotion. "Select List" promotions—

- (A) 467-78, 1694, 2091-15, 2375, 2532, 2661, 2923, 3245, 3749-50, 3976, 4447, 4896, 4904, 4980, 5196, 5315, 5718, 5817, 6889, 6741, 6950, 6888, 6888-38, 6991, 7151, 7217, 7323, 8405-08, 9460-62, 9884, 10073, 10156, 10197, 10463, 10604, 10654, 11294-98, 12468, 12543, 13022, 13349, 13374-82, 13618-22, 13874-79, 14125-84.
- (B) 10322-55, 11020, 11137, 11624-31, 11776-84, 11893, 11915-26, 14884.

Promotion. Special List. See "Records Favourable."

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- (A) 1856-58, 2250, 2893, 5599, 7818, 7478.

Promotion. Irregularity of promotion in different counties—

- (A) 628, 638-68, 941-44, 1288, 1577, 1688, 2330-31, 2467, 4635, 4700, 5068-61, 5291, 6353-55, 7979, 8495-68, 8581, 9238-40, 9886, 10185, 10654, 12704, 13245-44, 13734, 14876, 14575.
- (B) 10324-47, 11047-54, 11055, 11611, 11625, 11652-57, 11773, 11893-913, 14376.

Promotion. Creation of an intermediate rank—

- (A) 14487-60.
- (B) 10357-60.

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- (A) 4181, 4146-53, 4172, 4961, 5502, 6025-704, 13604, 14258, 14323.
- (B) 14897-98.

Provision in marching order complained of—

- (A) 2288, 2937-41, 3946, 16193, 14367.

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- (A) 468-65, 470, 1271-77, 1891-97, 2381, 2846, 3633-69, 3814-19, 5375, 5391-97, 5535-51, 4371, 4439-40, 4597-607, 4790, 5074-58, 5493-59, 5623-63, 5623, 6313, 6371, 6617-26, 6747, 7091, 8384-83, 8764-78, 9075-80, 9145, 9310, 9578-83, 9949, 10026, 10694, 10624, 11336-64, 11377, 12699.
- (B) 153-53, 188, 10361, 10382, 10389, 10370, 10990-98, 14063.
- (C) 7890-92, 7969-97, 12115-26.

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- (A) 7577, 8404, 9584, 9817, 10192, 11585, 14384, 14378.
- (C) 8152-57, 12091-93.

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- (A) 16129-65.
- (B) 163.

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- (A) 2396-27, 2546-47, 2882, 5587-60, 5727, 5838, 6025-29, 9764, 10549-52, 10816, 11585-87, 12718-23, 12882-92, 14341-53.
- (B) 11065-68, 11138-39, 11602-6, 11705, 11734-94, 11972-82, 14857-59, 14909.

Protection posts, accommodation for—

- (A) 2363-66, 12691-703.

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- (A) 435-98, 505-11, 912-29, 1303, 1544-56, 1690, 1834-40, 2023-28, 2220, 2518, 2693, 2796, 3244-32, 3335, 3592, 3760, 3871, 4022, 4378, 4454, 4694, 5044-46, 5292-60, 5479-53, 5606-67, 5794-601, 5919, 5937-96, 6161, 6344-50, 6396, 6841, 6931-900, 6979, 7076, 7168, 7234, 7320-38, 7430-33, 8269, 8469-79, 8524-26, 8538-37, 8573, 8574, 9081-83, 9230-31, 9296, 9352, 9556, 9453, 9599, 9541, 9732, 9885, 10104, 10164, 10423, 10510, 10776, 10787, 11278-78, 11482, 11528, 12436, 12670, 13081, 13580-91, 13673, 13889, 14117, 14274, 14428, 14677, 14722-30.
- (B) 10318-23, 10346, 10692, 11140-31, 11697, 14947-55.
- (C) 8292-22, 13278.

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- (A) 451-93, 503, 524, 2101, 2792-94, 3247, 3340, 4042, 4456, 5168, 5482, 5796-804, 6060, 6892-906, 7318, 8460, 9081, 9301, 9733, 10514, 10648, 11495, 12670, 12671, 12880, 12825.
- (B) 10866, 14947-43.
- (C) 8217.

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- (B) 10322.

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ROYAL IRISH CONSTABULARY COMMITTEE OF INQUIRY.

EVIDENCE.

FIRST DAY.—24TH AUGUST, 1882.

[The Committee, Mr. RICHARD O'SHAUGHNESSY, M.P., Chairman; Mr. R. W. A. HOLMES, Treasury Remembrancer; and Mr. D. HANKEE, R.M., sit in Mr. Holmes' Office, Lower Castle Yard, for the Examination of Witnesses *vide* voce.]

Mr. COOPER HARTFIELD, examined.

1. *Chairman*.—What is your position, Mr. Hartfield?

—I am clerk in charge of accounts.

2. How long have you been in the Constabulary Office in that capacity?—Since 1874. I was in the Paymaster-General's Office before that; and practically since the organisation of the Receiver's Office, I have been connected with the duties of the office.

3. The object of this examination is to get statements of that from you with reference to the pay, pensions, and other matters affecting the force. I believe that underneath the rank of sub-inspector there are four ranks—head constable, constable, acting constable, and sub-constable?—Yes.

4. We will begin with the lower rank—that of sub-constable. Tell us whether a man on joining the police, in the first instance, becomes thereby a sub-constable, or is there a grade of recruit lower than that of sub-constable?—He becomes at once a sub-constable.

5. What is his pay?—His pay on joining is at the rate of 30*l.* per annum.

6. *Mr. Holmes*.—Is that on joining at the Depot?—On joining at the Depot, and so long as he is at the Depot. Generally a period of six months.

7. *Chairman*.—At the end of a period of six months does he get an increase of pay?—On the completion of six months' service he is entitled to 32*l.* per annum.

8. Detail what further increase of pay he receives whilst he remains a sub-constable?—Before answering that question I had better tell you a sub-constable now receives a special allowance of 5*s.* a-week, but not under the head of pay, from the time of his allocation to a county until he arrives at the scale of salary—32*l.* per annum.

9. *Mr. Holmes*.—That is pending the six months?—Yes; if he completes his course of training and goes out for duty, he gets an additional 5*s.* a-week until he arrives at the 32*l.* a-year.

10. *Mr. Holmes*.—Perhaps you would say a recruit's pay is at the rate of 30*l.* a-year for the first six months' service, but in the event of his becoming effective before the termination of the six months, and going to a county, that pay is supplemented by 5*s.* a week?—Yes.

11. *Mr. Holmes*.—Which practically gives him 32*l.* a year?—Yes.

12. *Chairman*.—You have brought us now to the point where his pay reaches 32*l.* a-year. Be kind

enough to tell us what further increase of pay he gets?—The 32*l.* a-year continues until he has completed four years' service. Then he gets 34*l.* 12*s.*, which he retains until he has completed eight years' service.

13. *Mr. Holmes*.—That is an addition of 2*l.* 12*s.*?—It is an addition of 1*s.* a-week; and, on completing eight years' service, he gets a further increase at the same rate, which makes his pay 37*l.* 4*s.* per annum. Until he completes fourteen years' service his pay is 37*l.* 4*s.* From the completion of fourteen years' service, and until he has completed twenty years' service, his pay is 39*l.* 16*s.*

14. *Chairman*.—That represents another increase of 1*s.* a-week?—Precisely; and upon completing twenty years' service for any further service in the ranks he gets 43*l.* 8*s.*, which also represents a further 1*s.* a-week.

15. *Mr. Hanke*.—And which is the maximum pay of a sub-constable?—Which is the maximum pay of a sub-constable.

16. *Chairman*.—Now, please to pass to the next grade?—The next grade is that of acting constable, whose pay is 37*l.* 12*s.* during the whole period of holding that rank.

17. *Mr. Holmes*.—Is that stage supposed to be probationary?—You can see by the name "acting constable" that he is only in the intermediate stage whilst attaining the rank of constable.

18. *Chairman*.—As I understood it, at whatever stage he passes, from the rank of sub-constable to that of acting constable, his pay immediately becomes 37*l.* 12*s.*?—Yes.

19. *Mr. Holmes*.—How long, as a rule, does a man remain an acting constable before he is promoted to the rank of constable?—The average does not exceed two years, and he may get his promotion before one year.

20. *Chairman*.—Now pass to the pay of constable. —The constable, at the ordinary rate, receives 42*l.* 16*s.*

21. When you say the "ordinary rate," do you mean on becoming constable?—Yes.

22. *Mr. Holmes*.—That being another increment of 2*s.* a-week above the acting constable?—Yes. There is a constable at an extra rate of 4*l.* per annum, which makes his pay 46*l.* 16*s.*

23. How many constables in the force get that?—Forty-three were on that rate in the present financial year.

24. *Chairman*.—An extra rate of pay is, under

Mr. Cooper
Hartfield.

24 Aug, 1882.

Mr. Cooper
Balford.
24 Aug., 1892.

certain circumstances, given to some of the constables?—Yes. Under 37 & 38 Vict., cap. 80, sec. 2, sub-sec. 14, it may be given to sixty constables of long service or superior merit, but ineligible for promotion.

25. *Mr. Holmes*.—When you say "ineligible for promotion," what do you mean exactly?—That they have failed to pass the requisite examination for the rank of head constable.

26. *Chairman*.—That, then, represents the highest rate of pay which a constable can reach?—Yes.

27. Now pass to the head constable's pay.—The head constables are divided into two classes, and the pay of the second class is 50*l.* per annum.

28. *Mr. Harrel*.—Is there not an extra rate for the second-class head constable?—There is an extra rate which the second-class head constable may attain to—52*l.* 4*s.*

29. That is an addition of 10*l.* a year?—Yes.

30. *Mr. Holmes*.—Under what circumstances is this extra rate given?—It is given for long service or superior merit, the recipient being ineligible for further promotion.

31. When you say "ineligible for further promotion," do you mean ineligible because unable to pass the examination?—That is the meaning I attach to it.

32. *Chairman*.—May we take it that this extra rate is given to remedy the slowness and difficulty of promotion from the rank of head constable to that of sub-inspector?—I was speaking at the time of the application of the section which will admit of its being given to second-class head constables, but I find, in fact, most of it is given. In the estimate there were first-class head constables at the extra rate, but there seem to have been no second-class head constables at the extra rate when the estimate was prepared.

33. *Mr. Harrel*.—But that arises from the fact that of recent years there have been more promotions given to the head constables, and that the black in the first-class head constables has not been so severe, owing to larger pensions and other inducements for retiring?—The slowness of promotion from the second-class to the first-class has not been so great as to necessitate compensating a second-class head constable in that way.

34. But at the time the provision was made it was necessary?—It was.

35. *Mr. Holmes*.—After what period of service is this extra rate paid to the second-class head constables?—That is a matter entirely outside my department. These considerations are taken into account by the Inspector-General.

36. I presume it must mean that the second-class head constable has been for a number of years in that rank, and it is a sort of compensation for not being promoted to the higher rank of first-class head constable?—I heard the late Inspector-General say the reason why the full number was not given was that they had not fulfilled the condition of long service without promotion. There is power to give the extra rate to twelve head constables of the second-class, and also to twelve head constables of the first-class.

37. *Chairman*.—Can you tell us whether any, and if any how many, head constables of the second rank at present enjoy that extra rate?—None, as shown on the last estimate.

38. *Mr. Holmes*.—How many more are there altogether of that class?—178 at the last estimate.

39. And not one of these is in receipt of this extra pay?—No.

40. *Chairman*.—Do you know what the conditions are for giving a right to this extra pay?—Long service, superior merit, and ineligibility for further promotion.

41. *Mr. Holmes*.—By what Acts of Parliament is the existing pay of the various grades regulated?—The rates of pay at present in force were laid down by 37 & 38 Vict., cap. 80, which was an Act for a limited period, but was made permanent by 49 & 51 Vict., cap. 28.

42. I believe that the scale of pay laid down by the 37 & 38 Vict., cap. 80, was due to the recommendation

of Lord Monck's Commission?—Yes. There was the 36 & 37 Vict., cap. 74, which provided that such increased salaries were to take effect from the 1st December, 1872; then it was amended; and it was practically re-enacted in 1874 on the same basis.

43. *Mr. Harrel*.—Now, suppose we pass to the rank of first-class head constable; what is his pay?—A first-class head constable gets 91*l.* a year on obtaining that grade, and twelve first-class head constables may attain to the extra rate of 101*l.* per annum.

44. *Mr. Holmes*.—How many are there now in the first-class, appearing in the last Estimates?—There were sixty-five head constables of the first-class, and twelve head constables of the first-class on the extra rate.

45. *Chairman*.—In addition to the sixty-five?—Exactly.

46. As a rule, are the twelve places with extra rates of pay generally filled up among the first-class head constables?—Yes; for the last four years at all events they have been.

47. Then the rate 101*l.* per annum is the highest rate of pay attainable by a head constable?—There is one head constable major who has 104*l.* a year.

48. But for the ordinary head constable 101*l.* per annum is the amount?—Yes.

49. *Mr. Harrel*.—You are aware the head constable major is located at the depot?—Yes, at the depot, Phoenix Park.

50. *Chairman*.—Now we pass to the question of allowances. I understand there are three kinds of allowances—fixed allowances, common to all grades; peculiar allowances, peculiar to certain grades; and station allowances?—Yes, and also allowances peculiar to particular places.

51. *Mr. Harrel*.—That would be to grades, too. All these allowances are according to grades?—No. There are allowances to the men in Belfast and London-derry.

52. *Chairman*.—Then, I understand there is a fourth class of allowances peculiar to certain large towns which have a special force?—Yes.

53. We will deal with each class in its turn. Will you tell us what the nature and amount of the various fixed allowances are?—There is an allowance for repair of arms and accoutrements, 6*s.* per annum.

54. *Mr. Holmes*.—Was that allowance increased under the recent order?—That allowance was increased on the recommendation of the recent Committee from 3*s.* per annum.

55. *Chairman*.—What other fixed allowance is there?—The allowance for straw, which is now 3*s.* per annum; it was raised from 2*s.* per annum on the recommendation of the late Committee.

56. *Mr. Holmes*.—When you say "allowance for straw," for what purpose is it?—For the purchase of straw for filling their bed-ticks.

57. Are the men supplied with bedding, or must they provide it?—They are supplied with all bedding, except the straw.

58. *Chairman*.—Pass to the next fixed allowance, please?—Of this same class of allowance there are some 40 a limited number of men; for instance, the mounted force have an allowance for horse appointments and saddle of 12*s.* per annum. That allowance was formerly 9*s.* 4*d.* per annum.

59. When was it raised?—At the same time, and as the result of the late Committee.

60. *Mr. Holmes*.—What is the date of the last order which was based on the recommendation of the Committee?—30th June last. The Treasury sanctioned it, to take effect from the 25th April, 1892.

61. *Chairman*.—We may take it all these increases were mentioned by the Treasury?—They gave their sanction in the interval before they were published. By the Circular of the 30th June, 1892, these rates came into operation from the 25th April inclusive. There is another allowance to the mounted force, namely, for stable requisites, 4*s.* 6*d.* per month, whether at the depot or in country. That allowance was formerly 3*s.* per month when serving in country, and 3*s.* when serving at the depot.

63. *Mr. Harvel*.—And now it has been made a uniform rate of 3s. 6d. ?—Yes.

64. *Chairman*.—By the Clerk of the 35th June last ?—Yes.

65. Now, we come to the head of allowances which vary for different ranks, and which we call "poor allowances" ?—These allowances consist of what we call extra pay.

66. Then the first peculiar allowance you wish to call attention to is an allowance of extra pay for extra duties ?—Extra pay when absent from station.

67. *Mr. Holmes*.—That is, when sleeping away from the station ?—When absent for a certain number of hours, or for the entire twenty-four hours.

68. *Chairman*.—Begin with the sub-constables, please ?—Extra pay is granted for a period of not less than eight consecutive hours, but under twelve hours. A sub-constable receives 1s. for that period, and for a period of twelve consecutive hours or upwards he receives 1s. 6d.

69. *Mr. Holmes*.—Under what circumstances is absence from the barracks considered absence ?—When necessarily absent from the station on any duty, except inspection, patrol, warrant, despatch, blank-firing, or attendance at petty sessions in or connected with the district.

70. *Mr. Harvel*.—Has there been any modification of that provision latterly with regard to sub-constables as to when they are entitled to this extra pay, the particular section you read from having been originally made applicable to officers ?—That, I think, is the exact counterpart of the last order.

71. *Mr. Holmes*.—Is this allowance meant to provide a man with food during his enforced absence from the station ?—The extra pay is certainly for that purpose. The old rule was: "When sub-inspectors are employed at fairs, maces, in the protection of sheriffs or of coroners, in the escort of prisoners, blank-firing, or any other duty of a like nature, except inspection, patrol, warrant, or despatch, blank firing, or attendance at petty sessions in or connected with the district for a period of not less than ten consecutive hours, they shall be allowed," and so on. In framing the new rule we confined ourselves to modifying the exceptions. The exceptions are exactly the same as in the former regulation.

72. I presume if a man is absent eight hours one meal will be sufficient, and if absent twelve hours, two meals. The shilling is meant to supply him with his luncheon ?—The allowance for absence before was for periods of ten hours.

73. *Chairman*.—This allowance for absence is intended to provide the men with food ?—Yes.

74. The allowance for eight hours is intended to supply one meal ?—Yes.

75. And the higher allowance for a longer time to cover the expense of two ?—Yes.

76. Has this allowance been lately increased ?—Yes. As the result of the recommendation of the late Committee, it was increased from a rate of 1s. for over ten hours' absence to 1s. for eight hours' absence, and to 1s. 6d. for twelve hours' absence.

77. Then there was only one rate previous to the late alteration, namely, 1s. for ten hours' absence ?—Only one. The same allowance is given to the acting constables and constables.

78. *Mr. Harvel*.—Having told us the allowance to which sub-constables, acting constables, and constables are entitled for a certain number of hours' absence from their stations, will you tell us what they are entitled to for a night's absence, and what constitutes a night ?—They are entitled to 3s. 6d. per night, with the sole exception of patrols, or in the execution of warrants. When absent a night from their station on any other duty except patrols or in the execution of warrants, they are entitled to 3s. 6d.

79. *Mr. Holmes*.—Why are patrols exempted ?—There seems to be exceptions to all the allowances, and these exceptions, taken as a class, are the ordinary primary duties for which a policeman exists.

80. *Chairman*.—Is the night allowance cumulative

on the allowance for absence ?—No. If the absence be prolonged into the night, or the twenty-four hours, they get only the night's allowance.

81. *Mr. Holmes*.—The terms of section 563 of the Finance Code run thus: "Extra pay. (1) When necessarily absent from station on any duty except patrols, or in the execution of warrants." I am quite conscious the extra pay not being paid to the constable when he is absent on patrol, because the word "patrolling" surmises that he cannot be in bed. But it is possible to conceive that if absent performing the execution of a warrant he may be obliged to be absent from his station, in which case it seems to me to be a hardship that the extra pay should not be allowed to him. Why do you think the exception was made as regards the execution of warrants ?—I think that it comes under the classification I gave already, that it is one of the primary duties thrown upon a policeman by Act of Parliament, and which it is considered he should perform first.

82. But is not it quite possible that in certain cases he would be obliged to be absent from his station and put to expense for sleeping accommodation ?—I believe in practice they can so arrange it as not to be absent, and thus avoid any practical hardship.

83. Do you think that the hardship can ever arise ?—I do not think that it involves any practical hardship.

84. *Mr. Harvel*.—Does the allowance of 3s. 6d. a night apply equally to the sub-constable, acting constable, and constable ?—Yes.

85. Now, what constitutes a night ?—I should say the allowance for a night's absence is expected to cover the expense of twenty-four hours' absence; and when 3s. 6d. is given in conjunction with any allowance for a longer period than a night, the total absence must include thirty-two or thirty-six hours' consecutive absence. But when the question stands alone, "For what period may it be given ?" that is governed now by section 563 of the Finance Code, which provides that a period of twelve hours' absence or upwards, but less than twenty-four hours, whether at the termination of a prolonged absence or occurring alone, may be regarded as a night's absence, and paid for accordingly at the rates authorized for officers and men respectively, whenever each period commences before 9 o'clock p.m., and does not terminate until after 3 o'clock a.m. the following day.

86. *Mr. Holmes*.—Is there any difference between the night allowance to sub-inspectors and county inspectors ?—No.

87. If county and sub-inspectors are paid the same allowance per night, why is there a difference between the allowance made to constables and that to head constables ?—If you ask the soon that question, you will find they resort to different lodging-houses and beds.

88. *Chairman*.—Tell us the changes which have been lately made on the subject of time with reference to the night allowances ?—That Rule, No. 565, is the modification of a previously existing Rule, necessarily introduced when the extra pay became payable at different rates for two periods of absence instead of one period, as previously existing, and at the same time the circumstances under which it could be paid were more clearly defined than in the previously existing Rule, which ran thus: "In cases where members of the force are necessarily employed on duty for ten consecutive hours which do not terminate until after 3 o'clock a.m." It was found necessary to define when the period should commence, on this Rule only looked at it as the period when it should terminate.

89. And the new Rule does define the period at which it commences ?—Yes, and places the period at which it commences at the same period before midnight as it was required in the old Rule to extend beyond midnight.

90. Namely, 9 o'clock ?—Namely, 9 o'clock p.m. So that while formerly a man remaining out from the previous day was obliged to be absent for three-quarters of the nocturnal half of the twenty-four hours before he could claim to have put in a bed-day night's

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absences, so now he is required to be absent three-quarters of the nocturnal half of the twenty-four hours whenever the absence commences, and that is considered as constituting a *bona fide* night.

81. State how the question of commencement arises?—If it runs from the previous day, the question of commencement does not arise. You have only to judge of it from the time of its termination.

82. To constitute a night's absence a man must be absent either twelve consecutive hours from 9 P.M., or twelve hours ending at or after 3 A.M.?—Yes; but the period must have commenced before 9 P.M., as well as end after 3 A.M.

83. Does it come to this, that if a man's absence begins after 9 P.M. he cannot get a night's absence?—He would lose his claim to allowance for night's absence in that case.

84. Mr. Harrel—It means this, that the 3 A.M. Rule must have twelve hours before 9 A.M.—Six hours before 8 A.M.

85. Chairman—I understand that under the old Regulation twelve hours' absence constituted a night's absence, provided some portion of the twelve hours passed before 3 o'clock in the morning?—Ten hours' absence.

86. Mr. Holmes—What are the words?—"In cases where members of the force are necessarily employed on duty for ten consecutive hours which do not terminate until after 3 o'clock A.M." thus contemplating that it would run up to 3 o'clock A.M., and something further.

87. Chairman—The night's absence under the present Rule means twelve hours' absence, which period must include the hours between 9 P.M. and 3 A.M.?—Yes.

88. Mr. Holmes—To entitle a man to extra pay for a night when absent less than the twenty-four hours, he must be absent for twelve hours, at least six hours of which must be between 9 P.M. and 3 A.M.?—Yes; if a man fails to entitle himself by absence from 9 P.M. to 3 A.M. to night allowance, he may still entitle himself to the rates for absence for over eight or over twelve hours, which I have already described.

89. Mr. Harrel—That is the extra pay of the three grades, sub-constable, acting constable, and constable?—Yes.

90. What is the extra pay of the head constable?—The head constable is entitled for eight consecutive hours' absence, but under twelve hours, to 1s. 3d., and for a period of twelve consecutive hours or upwards, 1s. 6d. For a night's absence he is entitled to 4s., and the conditions of that are precisely similar to those under which the other grades are entitled.

91. Chairman—Tell us whether there have been any special and temporary allowances for night absence lately made, and what they are?—There is at present in force a special extra allowance of 1s. per night and 6d. for each period of eight or twelve hours for a period of six months from the 25th April, 1882, which is common to both head constables and other constables, and is in addition to the ordinary rates I have just mentioned.

92. This additional rate will expire, unless renewed, on the 25th October?—On the 25th October.

93. Do you know that that special allowance followed the Report of the last Committee?—Yes.

94. Mr. Holmes—That the special allowance was made in pursuance of the Report of the Committee?—Yes.

95. Chairman—Pass to the next peculiar allowance?—The next allowance payable to the men in marching money, and the rate allowed to constables, acting constables, and sub-constables, is 2d. a mile when the conditions under which it becomes payable are fulfilled.

96. What are those conditions?—It is payable when the distance marched exceeds 5 miles, in the following cases only: When the place of duty is over 5 miles from the station where the head or other constable is serving, and also outside the sub-district in which such station is situated, or when the place of

duty, though within the sub-district, is more than 12 miles from the station where the man is serving.

97. Mr. Holmes—Why are the qualifying words "and also outside the sub-district" introduced into subsection c of section 507?—It appears to be an application of the principle that a man is to perform certain primary duties without extra charge.

98. Chairman—Will you contrast the present marching allowance to men?—Under the former Regulation marching money was only granted when the distance marched exceeded 12 miles, and it was also confined to certain duties.

99. What were those duties?—When on a march from one county to another; when transferred from one station to another, whether within their own county or otherwise, except as in section 396 (that is, reserved at their own request, on promotion, and as punishment); when proceeding to or returning from Assize Quarter Sessions, or elections in their own counties; when proceeding to the County Inspector's office for examination for promotion; and, finally, when men are ordered on duty to places 18 miles distant from their station, and are not conveyed at the public expense.

100. Mr. Holmes—Are all these conditions superseded by the new arrangement?—They are all superseded by the new arrangement.

101. The rate payable was 1s. for every 12 miles marched, provided that 9 miles in addition to 12, 24, 36, &c., might be counted as another 12?—An example of 9 over 12, 24, and 36, would count as 12. It is now granted at double the rate, and for every mile marched. The former rate was practically 1d. a mile, with the limitation that it could not become payable until 12 miles had accrued; but it is now 2d. a mile, and may be paid per mile.

102. Mr. Harrel—In point of fact, if a man went 20 miles he got but 1s.?—That was all.

103. If he now went 20 he would obtain 3s. 6d.?—He would.

104. Chairman—You have now contrasted the marching rates of the past with the marching rates of the present with regard to the three ranks?—Yes.

105. I ask you now whether at present a member of these three ranks is entitled, in addition to the marching money, to get the rates for absence which you have already described, if he complies with the conditions necessary to obtain them?—Yes.

106. Was he in former times entitled to the concurrent enjoyment of these two rates, both the marching money and the absence money?—He was not. The former Rule (section 397 of the Finance Code) was: "Where men receive marching allowance they are not to receive extra pay for the period on march; they can only receive the one or the other for the same day."

107. That Rule no longer holds?—It no longer exists; it has been entirely repealed.

108. And the men are now entitled to the cumulative benefit of both kinds of allowance?—Yes.

109. If they comply with the conditions respectively attaching?—If they are the necessary time absent.

110. Now, pass to the marching allowance for head constables?—The allowance for head constables is 3d. per mile.

111. The allowance is 3d. per mile, and is subject to the same conditions which apply to the lower ranks?—Yes.

112. Now, contrast it with the former allowance?—The former rate of marching allowance was 1s. 6d. for every 12 miles; subject to the same conditions as formerly applied to the other ranks. There is a limitation affecting the payment of marching money which applies alike to head and other constables. Marching money is not payable under any circumstances for the duty of patrolling, nor will it be paid for any portion of a journey which can be performed by railway or any public conveyance at less cost per mile than the rate allowed for marching, or for which special cars have been employed at the public expense.

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That is the new Regulation consequent on the Report of the Committee, and is practically a repetition of the former Regulation.

123. *Mr. Holmes*.—Why is it not paid in cases of patrolling?—That is also an application of the general principle, that certain primary duties of the force are to be performed without extra expense.

124. Then, as I to understand that if a man is absent patrolling for any number of hours he gets no extra pay?—On patrol duty he gets neither extra pay nor working money.

125. *Mr. Harrel*.—As a rule, men are conveyed at the public expense by rail and car when going long distances?—They are.

126. Under those circumstances, a man does not get marching money?—He does not.

127. But if at the termination, or before the beginning, of a railway journey, he marches six miles, he does get marching money?—Yes.

128. If going and coming he marches the sum of six miles the same day, he also gets marching money?—Yes; if in going to a place, the distance of which from his station entitles him to marching money, he marches a distance over 6 miles, he will get it; or if he marches that distance going and returning the same day he is also entitled; but if on separate days he must march over 6 miles each day.

129. *Chairman*.—What is the next peculiar allowance?—Allowance on temporary transfer. That is a new rule.

130. Will you explain to us the nature of this allowance?—There are two allowances on temporary transfer. First, there is a limited extra pay limited to seven nights.

131. *Mr. Harrel*.—First of all, it applies to a case where a man is sent on temporary duty from his own station to another station?—Yes.

132. *Mr. Holmes*.—Were those temporary allowances dealt with by the last Committee?—The last Committee made no change in the allowance for seven nights; but they made a change in the allowance which a man might receive going to take up the temporary duty.

133. *Mr. Harrel*.—That would be travelling?—Yes.

134. A man that is sent temporarily from his own station to take charge of another station, or to be transferred to it, for the first seven nights after leaving his temporary station, receives an allowance?—Yes, an allowance of extra pay.

135. Of how much?—6d. per night for seven nights.

136. Does that apply to all ranks?—No. A head constable would receive 1s. 6d. per night for seven nights.

137. *Chairman*.—The sub-constables, acting constables, and constables receive 6d. a night for the seven nights, and the head constable 1s. 6d. per night?—Yes.

138. *Mr. Harrel*.—Supposing he is detained on indefinite period after the seven nights, he receives nothing?—He receives no further allowance; it ceases at the end of the seven days.

139. *Mr. Holmes*.—This allowance was supposed to provide for the cost of transfer?—No, not for the journey; but to meet the expense of settling down or jacking the men on coming from the other place. This allowance is extra pay, not a travelling allowance.

140. *Mr. Harrel*.—That exhausts the extra pay allowance?—Then there is the travelling portion of the transfer.

141. But does that come within the conditions of the travelling allowance we have already before us?—No, there are different conditions. Under section 573 of the Finance Code, published 30th June last, when head or other constables are transferred to other stations for temporary duty, they will be conveyed at the public expense by railway or other public conveyance, so far as such is available and reasonable, and necessary car hire will be allowed for the conveyance of their regulation boxes for the remainder of the journey.

142. Does that apply to all transfers at present?—It applies to all temporary transfers at present; and the same rule applies to the permanent transfers of unmarried sub-constables.

143. What is the regulation as regards the transfer of married men, and also of the ranks above sub-constable?—The rule I have just quoted applies also to head constables, constables, and acting constables. It is a rule entirely about conveyance; it provides for the reasonable and actual cost, in fact. Rank is of no importance in that case.

144. Then, in the case of married men, that includes the reasonable cost for the conveyance of their regulation boxes?—Married men are provided for under the rule of permanent transfer (section 573). When permanently removed from one station to another, unless transferred at his own request, or as a punishment, the actual expense of the conveyance of himself and his furniture will be allowed to each head constable or constable and to each married acting constable or sub-constable, but not exceeding the amount chargeable for his own conveyance under the marching money regulations and thirty nights extra pay taken together. Unmarried acting constables or sub-constables will receive the same as on temporary transfer.

145. Why is a larger provision made for the case of permanent transfer of a head constable, a constable, or a married acting constable or sub-constable than there is made for an unmarried acting constable or sub-constable?—Because the unmarried acting or sub-constable lives in barracks without having apartments to himself, and limited only to a certain quantity of things that practically do not exceed his regulation boxes.

146. *Chairman*.—There are peculiar allowances with regard to the making up of clothing. Will you state what they are, beginning with the lower ranks?—The allowances for making up clothing are as follows:—To constables, acting, and sub-constables, trousers, 2s. per pair; tunic, 5s. 6d.

147. These allowances are for the making up of the materials issued to the men?—Yes.

148. *Mr. Holmes*.—Has there been any change made in these?—There has been no change made in the allowance for the tunic or trousers. The mounted men had an allowance for overalls of 3s. per pair. This allowance has been increased under section 578 of the Finance Code to 4s. 6d. per pair. This same allowance is paid to the mounted head constable. The allowances that formerly existed in the case of mounted men appeared to be as follows:—4s. in the case of head constable for overalls, and 3s. for constables. Now there has been a uniform allowance of 4s. 6d. both in the case of head and other constables. The allowance for making up head constables' trousers is 3s., and for tunic, 10s. 6d.

149. *Mr. Harrel*.—The only alteration made then recently with regard to clothing allowances is in the case of mounted men's overalls?—Quite so.

150. There is now a uniform rate of 4s. 6d. for all ranks?—Yes.

151. Formerly it was 3s. up to head constable, and 4s. for head constable?—Yes. The mounted men are now supplied with one pair of overalls each year ready made and booted with leather. That is a matter of convenience in dress to them.

152. *Chairman*.—At whose expense are the materials of the clothing of the men provided?—At the Government expense. They are supplied by contract.

153. Be kind enough to state if there is any and what allowance made to men under any circumstances for the cost of plain clothes?—Allowances in lieu of uniform clothing are made to the Depot schoolmaster, and a certain number of men employed on detective duty.

154. And that is made for the purpose of defraying the expense of plain clothes to those men?—The allowance is the contract price of the uniform which would have been issued to them in the period for which payment is made.

155. But the allowance is made for the purpose of providing them with clothes instead of the uniform?—

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It does not take into question the actual price of the clothes, but is an allowance in lieu of the uniform clothing he is entitled to.

156. *Mr. Barral*.—That allowance varies according to the contract price of the uniform?—Yes.

157. Do you know if there is an allowance made to members of the force acting as detectives in certain large towns?—Yes, I believe in Belfast.

158. For plain clothes?—Yes; and we have had from time to time limited authority for payment of sums for plain clothes.

159. And there is an allowance paid to the Belfast men?—Yes, and special authority has been from time to time given to meet other cases where men have been necessarily employed on duty in plain clothes.

160. Are head constables, constables, and acting constables now supplied with a set of the cloverons of their rank?—Yes; one set per annum.

161. They formerly purchased these at their own expense?—Yes; they formerly obtained them at their own expense.

162. *Chairman*.—Will you detail to us what are called "station allowances"?—First, there is the stationary allowance, which is now 2s. per month to head and other constables in charge of a station; there is also a special temporary addition to that allowance of 6d. per month for six months from the 25th April last.

163. *Mr. Holmes*.—That is a considerable increase on the previous allowance?—Yes, irrespective of the temporary addition, it is double the former allowance.

164. Does the stationary allowance include postage?—No. A separate postage account, showing the actual expense, is furnished.

165. *Chairman*.—When was the allowance doubled?—It was doubled by the circular of the 30th June, 1892, on the recommendation of the Rate Committee.

166. What are the other station allowances?—There is an allowance for fuel for office fire. Head constables and constables in charge of stations are allowed 3s. per annum for office fire, paid at the rate of 10s. per month from the 1st November to the 30th April.

167. Independently of that allowance for fuel, state the ordinary station allowance for fuel?—The allowance for fuel and light for each barracks is as follows:—From the 1st May to the 31st October for each head-quarter's station of over ten men, 12s. per month, and for every other station 11s. per month. From the 1st November to the 30th April, for a head-quarter's station of over ten men, 13s.; and for other stations, 14s. In certain special cases an additional half allowance or a double allowance is granted.

168. *Mr. Holmes*.—What are special cases?—In a few instances, in large towns, special allowances under Treasury authority in such cases, to cover the cost of gas, heating cells, &c., have been granted, and also in consideration of the necessity for keeping up fires by day as well as by night, which occurs in large barracks, where men are often retreating from night patrol.

169. *Chairman*.—Does that cover the entire general statement with regard to fuel and light?—When the sub-inspector has an office in barracks, 10s. per month is added to the station allowance from the 1st November to the 30th April to provide fuel and light for the office.

170. How any other allowance for fuel been lately added to those you have just now stated?—The regulation under which head constables and constables in charge of stations are allowed 3s. per annum for office fire is one of the new Rules framed on the Report of the late Committee, and is the only recent addition to the fuel and light allowance.

171. *Mr. Holmes*.—What do you understand by the term "office" in that allowance in section 577, under which the late additional allowance has been made?—I understand the constable's private sitting-room, in which he performs any office work he has to do. The fuel allowance is for the day-room fire, and if any extra expense is incurred for cooking, that is a matter the

men must pay themselves. The charge which the Government allowance is supposed to cover is not for cooking at all.

172. *Mr. Barral*.—The first charge on the fuel allowance is to supply a fire in the day room?—Yes; the allowance is for the day room.

173. *Chairman*.—Letting the men make it go as far as they can?—Yes. Sometimes the fire is kept in the kitchen, and available for cooking.

174. *Mr. Holmes*.—You have said that this fuel allowance of 12s. per month was meant to be burned in the day room. Why is it allowed in the summer months, when there would be no necessity to have a fire in the day room at all?—Men retreating wet, and requiring to dry their clothes, would want a fire at any time.

175. *Chairman*.—Tell us at whose expense the barracks are provided with the ordinary furniture?—At the Government expense.

176. Tables, chairs, bedding, bed-clothes?—Yes, everything of the kind.

177. *Mr. Barral*.—Then as to the arrangements for the messing, the men provide the mess and cooking utensils?—Yes, all cooking and mess utensils are provided by the men.

178. *Mr. Holmes*.—Are there any deductions from the men's pay?—There are no deductions, except that under the Act of Parliament for the Constabulary Force Fund, formerly called the Reward Fund.

179. *Chairman*.—Please to pass to the allowances belonging to particular localities, and tell us about them?—There is an allowance of 2s. per week per man to constables of every grade stationed in Londonderry and Belfast to meet extra expense of lodging and living.

180. *Mr. Holmes*.—Why is this special allowance granted to the men of Belfast and Londonderry?—The reason given is the 8th section of 37 & 38 Vict., cap. 80, is "for the extra expense which the men serving therein are subject to as compared with the remainder of the constabulary force."

181. This allowance has nothing in the world to say to boot money?—No.

182. *Chairman*.—Is there any other local allowance to which you wish to call our attention?—There is an allowance to a certain number of men for night-watching in Belfast and Londonderry, and for best duty in Cork.

183. State the amount of these allowances?—The allowances in the two former towns is 6d. per night; and a similar allowance is given for best duty in Cork, which, in fact, is day duty.

184. *Mr. Barral*.—Does every man in Cork get 6d. a day?—No, only on the days he is on beat.

185. Is it so that that special night allowance, at least for Belfast, is paid by the Corporation?—Yes.

186. Altogether?—Altogether, both in Belfast and Londonderry.

187. *Chairman*.—And in Cork?—In Cork the allowance is only an allowance sanctioned by the Treasury, and is charged on the vote.

188. Is there any allowance made out of the constabulary vote to men employed under the Contingents Discharge Act?—No. An allowance of 3s. per annum for plain clothes is made to them, not out of the constabulary vote, but by the War Department. They also receive special allowances which are paid to them direct by the War Department, as follows: constables 10s. a-week, and sub-constables 7s. 6d. a-week.

189. *Mr. Holmes*.—What is the present strength of the force?—You pay the men, and you are in a position to tell us, dividing them into their various grades?—I can only give you the sub-constables approximately, because they are increasing daily. In this case I had better begin at the highest grade, except the officers, and go down. There are 256 head constables, 1,503 constables, 874 acting constables, and 11,235 sub-constables. The number of sub-constables is variable, and is increasing at present. I cannot state the exact number at this moment, but it was 11,235 about three weeks ago,

when arrangements were made for the distribution of the 180,000*l*.

190. Can you tell us the length of service of the sub-constables to whom you have alluded?—No. The best information at my disposal on that subject is a statement of the length of service of the men who held the position of sub-constable on the 31st March, 1881.

191. Can you tell us approximately the number of married men in the force?—I can.

192. What is the number of married men?—The number of married men on the 31st March, 1881, was 3,573; of those 1,981 were sub-constables, 222 acting constables, 1,244 constables, and 166 head constables. There were at that time 10,546 men of the various ranks in the force.

193. *Chairman*.—Be kind enough to state the rules and conditions of pension which are applicable to men at present in force?—The members of the force who joined prior to certain dates are entitled to certain rates of pension.

194. *Mr. Holmes*.—Do the allowances you have enumerated count towards pension?—No allowance counts towards pension. The pension is based solely on the pay.

195. Is it not a matter of fact that there are three rates of pension now applicable to members of the force?—There appear to be four scales of pension applicable to men now serving in the force:—First, the scale for members of the force appointed prior to the 22nd July, 1847, which is regulated by 10 & 11 Vict., cap. 105. That scale is: for ever fifteen and less than twenty years' service, a pension not exceeding two-thirds of salary; and for over twenty years' service, a pension not exceeding full salary. In the case of injury sustained in the execution of duty, the Lords of the Treasury, on the recommendation of the Lord Lieutenant, may grant any compensation or allowance not exceeding full salary.

196. There are very few men in the force to whom this scale is applicable?—Very few.

197. How many men are there at present in the force to whom this scale is applicable?—At a rough guess I would say not over forty.

198. *Mr. Harrel*.—In the ranks are there forty?—I think about forty.

199. *Mr. Holmes*.—Now we come to No. 2?—The second scale is for members of the force appointed after the 22nd July, 1847.

200. What Act of Parliament regulates that scale?—That scale is also included in 10 & 11 Vict., cap. 105, sec. 3 and 4. To every head and other constable appointed after the 22nd July, 1847, for from fifteen to twenty years' service, a pension of half salary; from twenty to twenty-five years' service, a pension of two-thirds of salary; from twenty-five to thirty years' service, three-fourths of salary; and for thirty years' service and upwards, full salary.

201. I believe the old scale of pension was a uniform scale for both officers and men?—Yes, for those appointed before the 22nd July, 1847.

202. Is the second scale a uniform scale for officers and men?—No. Section 4 of the Act provides a separate scale for officers.

203. *Chairman*.—Is the scale provided for the men under the 10 & 11 Vict., cap. 105, more favourable than the scale provided in that Act for the officers?—It is.

204. *Mr. Harrel*.—In fact, for the longest service there is a difference of ten years?—Yes. The full salary can only be obtained by officers after forty years' service, while a pension equal to full pay can be obtained by the men after thirty.

205. *Chairman*.—Do you wish to make any other statement with regard to this second scale of pension?—I think nothing further.

206. Is there any provision by which the pensioners under this second scale can be commuted for a gratuity?—No; except that the provision for a man disabled in the discharge of duty, which I mentioned in connection with the first scale in 10 & 11 Vict., cap. 105, is applicable to the second scale also.

207. Now we pass to the third scale?—The third scale is that under 29 & 30 Vict., cap. 103, sec. 4 and 5, and applies to men who joined after the 10th August, 1865. It provides a gratuity of one month's pay for each year's service after five and less than fifteen years.

208. On retirement after five and before fifteen years?—Yes. On completion of fifteen years' service an annual pension of fifteen-thirtieths of the pay may be granted, and an increase of one-thirtieth for each succeeding year up to thirty years' service completed. After thirty years' service, or after the age of 50 years, the pension to be equal to thirty-thirtieths of the pay, or a larger proportion in cases of extraordinary merit or good conduct. Pensions for injuries might also be granted under that Act not exceeding full pay.

209. *Mr. Holmes*.—This scale which you have just described is applicable to the officers, or is there a separate scale for them?—It is applicable both to officers and men. Under this Act the scale of pensions for officers and men was made uniform, pensions to officers being granted by Treasury authority, and in the case of the men by the Lord Lieutenant. Up to this time the men's salaries were liable to a deduction of 2 per cent. for superannuation, and 3 per cent. for the reward fund; and sec. 3 of this Act abolished the deduction of 2 per cent., and substituted an increased deduction of 1½ per cent. for the Reward Fund. The fourth scale is that provided by 37 & 38 Vict., cap. 85.

210. Are you correct in calling that a fourth scale; is it not the third scale re-enacted in the later Act?—It is as regards the scale, but there are some modifications as to the grant of special pensions, for which Treasury sanction is required by the Act, and under that Act lodging and servants' allowance counted as salary.

Mr. Cooper
Harfield.

24 Aug. 1882.

[The Committee adjourned to Tuesday, the 25th instant.]

SECOND DAY—29th AUGUST, 1882.

Present:

The CHAIRMAN, Mr. HOLMES, and Mr. HARREL.

Mr. GEORGE HARRISON's examination continued.

Mr. Cooper
Huffell.
29 Aug., 1882.

219. Chairman.—Will you state the original rates of pay given the force?—Under the original Constabulary Acts 4 and 7 William IV., cap. 18, and 6 and 7 William IV., cap. 36, passed in the same year (1835), the pay of a first-class head constable was fixed at 60*l.* per annum, and that of a second-class head constable at 54*l.* per annum, a constable at 32*l.* 7*s.*, a sub-constable of more than one year's service at 27*l.* 1*s.*, and a sub-constable of less than one year's service at 24*l.* At that time, and up to 1845, the rank of acting constable existed in title only, as the pay was that of a sub-constable.

220. What was the earliest change made?—In 1839 a salary of 40*l.* per annum was fixed for constables on extra rate of pay, and in 1843 a rate of 32*l.* 7*s.* for mounted constables, and of 28*l.* 4*s.* for mounted sub-constables was instituted, the other rates of pay continuing unchanged.

221. Certain changes were made in 1845?—The first material change took place in 1845, when a salary of 70*l.* per annum was fixed for the head constable-major (which rank had been instituted in October 1844). At the same time, the salary of a mounted constable was again increased to 38*l.*, a salary of 36*l.* was granted to constables at the ordinary rate, and a rate of 30*l.* per annum was fixed for acting constables.

222. In 1860 certain extra rates of pay were given. Will you kindly explain them?—In the year 1860 an extra rate of pay, at 18*l.* per annum each, was authorised for twelve head constables of the first-class, and also for twelve head constables of the second-class, making the total salaries of these extra-rate head constables 70*l.* and 60*l.* per annum respectively.

223. An important change took place in 1860 affecting the pay of all ranks. Please to explain it?—In the year 1860 an increase of pay, extending to all ranks of head and other constables, took place. The head constable major received 80*l.* 4*s.* per annum, first-class head constables 70*l.* 4*s.*, and second-class head constables 64*l.* 2*s.*; the extra rate of 18*l.* per annum to twelve head constables of the first-class, and twelve of the second-class respectively, being continued; constables received a salary of 45*l.* 8*s.*, and those on extra rate 33*l.* 8*s.*; acting constables received 44*l.* 4*s.*, and sub-constables were placed on a scale of salaries as follows:—

For under six months' service, 31*l.* 4*s.*
For over six months' and under six years' service, 36*l.* 8*s.*

For over six and under twelve years' service, 39*l.*
For over twelve and under twenty years' service, 41*l.* 12*s.*

For over twenty years' service, 43*l.* 18*s.*, being the maximum salary for a sub-constable.

The distinction between the pay of the mounted men and others was abolished, an allowance equal in value to the difference in pay being granted to them at the same time.

The increase granted in that year (1860) was the first increase of pay since 1835, in which constables of all ranks participated.

224. Proceed with the changes of pay subsequent to 1860?—In 1870, under 32 and 34 Vict., cap. 63, a further

increase of pay was granted to head constables, namely:—

To the head constable-major, 90*l.* per annum.
First-class head constable, extra rate, 85*l.* 1*s.*
First-class head constable, ordinary rate, 75*l.* 1*s.*
Second-class head constable, extra rate, 75*l.*
Second-class head constable, ordinary rate, 65*l.*

225. You have already detailed to us the present rates of pay; please to state under what Acts they are established?—The present rates of salary for head and other constables were first established under the provisions of the Acts 36 and 37 Vict., cap. 74, and took effect from the 1st December, 1872. That Act was for a limited time only. It was continued by 37 and 38 Vict., cap. 85, and again by 38 and 39 Vict., cap. 44, and finally the Act 40 and 41 Vict., cap. 20, passed in 1877, authorised the continuance of these salaries for the future; the rates are as follows:—

Head constable-major, 104*l.* per annum.
First-class head constable, on extra rate, 101*l.*
First-class head constable, ordinary rate, 91*l.*
Second-class head constable, on extra rate, 89*l.* 4*s.*
Second-class head constable, ordinary rate, 83*l.* 4*s.*
Constable on extra rate, 75*l.* 1*s.*
Constable on ordinary rate, 73*l.* 1*s.*
Acting constable, 67*l.* 12*s.*
Sub-constables, according to length of service, viz.:—

Under six months' service, 39*l.*
Over six months and under four years, 52*l.*
Over four years and under eight years, 54*l.* 12*s.*
Over eight years and under fourteen years, 57*l.* 4*s.*
Over fourteen years and under twenty years, 59*l.* 16*s.*
Over twenty years' service, 62*l.* 8*s.* per annum, being the present maximum salary of a sub-constable.

Omitting the changes of salary which affected a few classes or ranks only, it will be seen that the pay of the force continued without abatement for those ranks which constitute its main strength from its first establishment to the year 1860, and that the next change affecting all ranks of constables took place in 1872; thus the first-class head constables in 1835 received 60*l.* per annum; in 1860 their pay was increased to 70*l.* 4*s.*, and in 1872 to 91*l.* Second-class head constables in 1835 received 54*l.* per annum; in 1860 64*l.* 2*s.*, and in 1872, 83*l.* 4*s.* The salary of constables in 1835 was 32*l.* 7*s.*; at the general change in 1860 they received 45*l.* 8*s.*, and in 1872, 73*l.* 1*s.* Sub-constables in 1835 received 27*l.* 1*s.* per annum, and 24*l.* if under one year's service. In 1860 they received a scale varying from 31*l.* 4*s.* to 43*l.* 18*s.* per annum, and in 1872 a scale varying from 39*l.* per annum (for those under six months' service) to 62*l.* 8*s.* for those over twenty years' service in that rank. Comparing the present pay with the amounts received in 1835, it will be seen that a recruit on joining now receives 61*l.* 18*s.* more than the pay of a constable when the force was first established, that a sub-constable of six months' service receives 21*l.* per annum more than a second-class head constable of the original force, and a sub-constable on the maximum rate of pay receives 21*l.* 8*s.* more than the highest rate of pay existing in 1835 for any man under the rank of an officer.

Head Constable JOHN CHALMER, examined.

226. *Chairman*.—You are at present stationed in Belfast?—Yes.

227. How long have you been stationed there?—Since November last.

228. And you have been deputed by the head and other constables of the force there to give evidence before this Committee?—Yes.

229. What is your rank?—First-class head constable.

230. How long have you been in the force?—Twenty-seven years and nine months.

231. Where were you stationed before being in Belfast?—In Lisrick.

232. How long were you there?—For three years.

233. What is the strength of the force in Belfast?—I believe it is about 550.

234. About how many are there over the rank of sub-constable in Belfast?—There are nearly 100. There are ten head constables.

235. These you may be taken as representing nearly 100 men in Belfast?—Yes.

236. Now I pass to the Memorial which came from the Belfast men; and I will ask your opinion, and the grounds of it, on each matter which forms the subject of that Memorial. The first matter which is referred to in the Memorial is a demand for an increase of pay: state to us what increase of pay you seek, and the grounds on which you seek it?—The men consider that an increase of pay of 1s. a-day is necessary; and they lose their claim on the increased cost of living.

237. Tell me the data, or the main items on which you ground that claim?—I do not know that I can go into items, but I say the increased cost of living generally.

238. *Mr. Hobson*.—Do you think that the cost of living has increased much since 1872?—I have not gone into the subject; but I believe the cost of provisions is not much increased. I know, however, that meat is up at present.

239. You do not think it has much increased since 1872?—I did not compare the price of provisions for the period; but there is a great deal more expensive style of living in every class in this country since then. The cost of clothing and boots is very high in Belfast.

240. *Chairman*.—With reference to the item of boots, I see you have a separate prayer for an allowance. Now, go on:—Well, they have their claim on the increased cost of living.

241. *Mr. Hobson*.—But you admit the cost of living has not much increased in the last ten years?—All classes live better now; but I did not go into any details of the cost of living.

242. *Chairman*.—Are you in a position to compare your men's bills of the present day with your men's bills of a former period?—I am not, but I have made a rough calculation of the cost of living at present.

243. Please to state it?—I take the daily expense of the support of a man. Meat will cost 10d.

244. Have you made a calculation of how much meat you allow per man?—Yes, 1 lb. of meat; butter, 2d.; bread, 2d.; potatoes, 2d.; tea and sugar, 2d.; milk, 2d.; eggs, 1d.; that would be altogether 1s. 11d.

245. Do the force contract for meat in Belfast?—We try to contract everywhere, but the police never have a regular contract. We cannot have such a contract as the army.

246. Why is that?—Because we do not act as a whole in the way of needing.

247. In the town of Belfast are you not able to act as a whole in contracting for meat?—We could of course, if we acted with unanimity; but there are twenty-four stations there, and every station has its own butcher, baker, grocer, and so on.

248. *Mr. Hobson*.—Combination would be possible, I presume?—It would, but I do not think it would be judicious.

249. *Chairman*.—Why?—If we went to the same butcher it would not do well.

250. Why do you not think it would do for the entire force to deal with one butcher?—I think it would create great jealousy.

251. Is it that the force is a local institution, not like the army, but owing something to the locality generally?—I think it is so everywhere.

252. In the force?—In the force. Of course in the small towns, where there is a small party of men, butchers cannot expect that they will divide themselves.

253. Is this question of contract or no contract a matter in the choice of the men themselves, or is it regulated by some rule of discipline?—It is in the choice of the men themselves entirely.

254. Has it ever been proposed in Belfast to deal with the question of meat by contract?—Not that I am aware of, I have never known it to be proposed by any regulation.

255. When I say "proposed," I mean proposed among the men themselves?—I am not aware that it has ever been proposed anywhere.

256. Do you know enough of the meat trade in Belfast to say what you would get meat for by contract there if you dealt by contract?—I do not believe that good beef can be had anywhere now under 2d. per lb. by contract.

257. I am not at all pronouncing an opinion in favour of or against it. I am only asking you the question. If you did deal by contract, that 10d. per lb. would be probably cut down to 8d.?—I am certain if the whole force dealt with two or three good victuallers, they would get good meat for 8d., but I do not think that at all practicable.

258. *Mr. Hobson*.—Why not practicable?—There are a great many separate families—120 or 150 families in the Belfast force, and each married family man by themselves; for instance, I have to pay something more for meat than the men have.

259. You are a married man?—I am.

260. You do not mess in the barracks, but at home?—I mess in the barracks, but not with the men. My family live in the barracks. Even if we have not to pay an advanced price per lb. for the meat, we do not get as good meat as the men get at the same price.

261. That is because you take a smaller quantity?—Yes.

262. You have added up the various sums necessary for a day's support, and brought them to 1s. 11d. 1.—Yes; that is for food. Now, that per month would be 2s. 15s. 3d.

263. You say you are a married man, and reside within the barracks. You do not contribute to the general mess account?—Certainly not.

264. And you have got no interest in the unmarried men so far as messing goes?—Not the slightest.

265. *Mr. Harrel*.—The messing in the barracks is managed by a Committee?—Yes; and a messman is appointed monthly by the unmarried men. After a time, if the men think they are not getting such good meat as they were accustomed to get, they make a change, and whenever there is a change the voice of the constituted mess is taken on the subject.

266. *Mr. Hobson*.—You are regarding the price of food from the married man's point of view?—No. This is the account given me by the sub-constables themselves.

267. *Chairman*.—You are giving this statement not from your own individual experience, but the experience of those whom you represent?—Yes, both.

268. Proceed with the next figure.—By the year that would be 34s. 16s. Then, I say, three pairs of boots at 25s. per pair, 75s. 16s.

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Constable
John Chalmer
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Head
Constable
Mr. Collins.
—
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268. *Mr. Holmes*.—Is not that rather a high price?—The men pay from 18s. 6d. to 2s. per pair for boots in Belfast. Boots being an extraordinary price in Belfast. I could get them, I think, 30 per cent cheaper in Dublin, Cork, or Limerick. I cannot account for it at all.

270. *Chairman*.—Do you regard Belfast, then, as rather exceptional in the demand of boots?—I think quite exceptional, and in the price of other commodities also.

271. What amount do you put down for boots?—3s. 15s. for three pairs of new boots, and for the repairs of them, 12. 6s.

272. Do you regard three pairs of boots as necessary for the use of each man, taking one year with another?—I do; and I know that six pairs of boots would scarcely do myself.

273. You do not mean you purchase six pairs?—I do, and I will tell you why. The streets of Belfast are so rough, being paved with grit stone. Except in the centre of the town there are no flags, and the ordinary boots worn in Dublin could scarcely be worn even by gentlemen in Belfast. If you went into Belfast as a stranger you would find gentlemen's boots are not so shapely as they are with the same class in other towns in Ireland; you would see heels and toes gone.

274. Then you think boots cost more money in Belfast than boots equally serviceable in towns well flagged?—I mean to convey that boots are much dearer in Belfast than in any other town I know, and they are worn out much more quickly; I would wear three pairs of boots there for the one in Limerick.

275. You get a certain allowance in Belfast for night duty from the Corporation?—We do; 6d. a night.

276. Is that with reference to any particular item of expenditure?—I should say it is given to provide a separate meal for the night men.

277. *Mr. Holmes*.—Do all the men in Belfast participate in night-watching?—They take it in turn.

278. *Chairman*.—You get an allowance of something like 9s. a-week in Belfast for being stationed there?—Yes, 5s. 4s. per annum.

279. Is it for any special purpose of expenditure but that 5s. 4s. per annum is given?—I cannot say exactly why it is given.

280. You have never heard it was connected with any particular item of expense?—I heard men say it was to meet the increased cost of living; but I am not certain of it. As to the allowance for night-watching, I have heard men say that when the Bill passed the House of Commons it was 1s. a-night, but Lord Cairnes cut it down to 6d. when it came before the House of Lords.

281. *Mr. Holmes*.—What Act do you refer to?—The Special Act of 1866. I have heard the men say that it was the intention of the Government to allow the night-watchmen in Belfast 1s., and that Lord Cairnes reduced the allowance to 6d.

282. But the scale of pay has been very much increased since 1866?—The cost of labour has been increased everywhere too.

283. *Chairman*.—You have now told us of two classes of men, constables and boots; will you proceed to the next?—The men require four flannel shirts at 7s. 6d. each (12. 10s.), four pairs of drawers at 6s. (12. 4s.), half-a-dozen pairs of socks at 1s. 6d. per pair, 9s. As regards the men of socks, I know of my own knowledge it is under-stated. Six pairs of socks would not do me.

284. Will you tell me whether the habits of the men in respect of these articles of clothing—drawers, vests, socks and boots—have become more expensive than of old?—I believe they have. I believe they spend more money now on these articles than they did formerly; I recollect when we could not afford to take supper of any description in the force. When I joined we had to live on two meals a-day. I was generally in a head-quarters station, and there being men as most, the style of living was better than I have described; but I recollect being nine months in a

country station and we never took supper; so that when I came to the headquarters station I did not know how to take it, and it disagreed with me for some time.

285. Do you think the young men who have been coming in for some time to the force are of a better class and more expensive in their habits than the men who entered it formerly?—I do not know that they come of a better class; I do not believe that those who entered for the last twelve or eighteen months are of a better class; but I know the best I ever saw joined from Limerick two years ago, splendid men, farmers' sons, and fairly educated. I believe the habits of the kingdom are more expensive than they were.

286. I see the line of your argument, but I want to know whether, in your opinion, apart from that general tendency to rise in matters of comfort, whether to any degree this increased expenditure is attributable to a better class of men actually coming into the force now than in former times?—I find a difficulty in answering that question. In this way, that the men may be of the same class or caste as ten years ago, but the same class live better now than then. They may be of the same class, farmers' sons and the like, but they live better every way, and there is a better style of living throughout the kingdom than heretofore. I am not speaking at all as to the recruiting in Belfast, because very few join from Belfast.

287. *Mr. Holmes*.—To what do you attribute that?—They are all of the artisan class in Belfast, and fully employed. Sometimes a shop-assistant may offer himself for enrolment in the force, but I think they are about the worst class for the service, even though they are better educated than farmers' sons. They are used to amusement and good eating, and very seldom they take kindly to the police force.

288. *Chairman*.—Pass to the next item?—Gloves, towels, and things of that description, I put down at 4s. 6d.

289. *Mr. Holmes*.—Why gloves? Are they required by the regulations?—That is the regulation.

290. To wear gloves on duty?—Yes. Head constables wear cloth gloves, which cost them about 10s. or 12s.

291. Gloves are not included in the uniform that is supplied?—They are not.

292. *Chairman*.—Go on to the next, please?—The making up of clothing, 4s. 3d. in Belfast.

293. But there is an allowance given you?—Yes, but it does not meet the cost. I get an allowance of 10s. 6d. for making up my tunic, and I have to pay 15s.

294. When you put down 4s. 3d., do you mean the average cost over and above what is allowed you which you find in practice necessary to spend?—That is what the men tell me. Mine would be from 12s. to 15s. more.

295. A year?—Not a year. Every alternate's year.

296. *Mr. Harrel*.—In the tunic the extra expense is incurred?—Yes; and in the trousers also.

297. *Mr. Holmes*.—This charge of 12s. then is not a charge each year, but every two years?—It would be about 12s. one year, and 4s. 6d. of that next.

298. *Mr. Harrel*.—It would be 8s. 6d. one year and 12s. the other?—Yes.

299. *Mr. Holmes*.—Why is there a difference?—There are two kinds two year and one the next.

300. *Chairman*.—You put down 4s. 6d. as the average for a man?—I mean for the constables and sub-constables. That is what they tell me.

301. *Mr. Holmes*.—Why is your expenditure much more than the average?—I suppose on account of all the brass, which I would sooner have off.

302. As head constable?—Yes.

303. *Chairman*.—Pass to the next item?—For washing in Belfast the men pay 4s. 6d. each; for a servant in the barracks, 3s. 6d. per month.

304. *Mr. Harrel*.—Is the 4s. 6d. by the month or year?—By the month. In country the washing is generally done in the barracks. The next item is

cooking utensils—8s. per month. I think they might make it of it.

305. *Mr. Holmes*—Is there one servant in the barracks?—There are three in the barracks.

306. *Chairman*—Go on, please, to the next?—Soap, blanching, &c. is a month; that would be 12s. a-year. We have to buy paste or harness blanching for our belts, and that is 6d. a week too.

307. *Mr. Holmes*—The previous item you put down at 6d., and you think it ought to be 1s. What is that for?—The breaking of dirt and cooking utensils generally.

308. *Chairman*—Go on to the next, please?—I make the whole of that 48s. 9s. 3d., and 6d. to be added for the cooking utensils—that would be 7d.

309. *Mr. Holmes*—How many men are there in your barracks?—Fifty-nine.

310. And each of them has to contribute 1s. 6d. to the servant?—Yes. I forget how many single men are in it. I should say about forty.

311. *Chairman*—Does that support the servant?—Servants in all large stations are supported.

312. In addition?—I do not know whether the support is included, or in addition. I rather think not. In large stations the servants have their support.

313. *Mr. Holmes*—Can you state, of your own knowledge, whether the 3s. 6d. per month goes to the support of the servant, or is merely in the light of wages?—It is looked on here in the light of wages.

314. There are about forty men in men, and they pay each 3s. 6d. to the servants, of whom there are three. That comes to 7s. a-month, or 84s. a-year?—I do not say they pay this at my station. The return was given to me for a station other than mine, where the men may not be so many. I give it myself to an old woman, and support her along with that.

315. But she is your special servant?—She is.

316. *Chairman*—I understand you are not speaking of your own station in this matter?—I am not.

317. Do you know whether or not the station of which you speak is a station with many or with few men?—What station do you speak of?—Glasgow Street.

318. *Mr. Holmes*—Are not there forty men there?—It is about Bayside Bridge where there are about twenty men, of whom there are fourteen or sixteen single.

319. As a matter of fact, where they have fourteen men in the barracks would they have more than one servant?—There must be two servants in every barracks, because men must be attended to at night. One servant would not do in any barracks. A servant must be in the barracks at five o'clock in the morning and at eleven at night. There was a conference of the men last night, about 100 being present. This estimate was read out, and they said it was not so at the mark.

320. *Mr. Holmes*—But you have not told me whether the 3s. 6d. that each man pays per month is in the light of mere wages, or is intended to cover the keep of the servants as well?—Whatever money is here is mere wages. The servants are supported along with that by the men. There are three women supported by the men in addition to the wages. I think they are paying only 3s. 6d. at my station.

321. *Chairman*—Can you tell me what the men pay in your station?—I believe 2s. 6d.

322. Then the 3s. 6d. applies to another station; you cannot exactly say what other station now?—I do not know what this is based on.

323. *Mr. Holmes*—You say your barracks is the largest in Belfast, and you are paying 2s. 6d. per man per month?—I believe so; but they pay 10s. in some places. There are other stations where the men have to pay 1s. 6s. as a servant and support her, too.

324. *Chairman*—Then you cannot pretend to state with perfect accuracy the amount payable by each man, either in your own station or in any individual barracks within the district you represent?—I cannot; but I think that in Belfast 2s. 6d. or 3s. would be a fair average.

325. Then you have made out a total of 48s. 9s. 7d.?—Yes.

326. You say that represents the total amount to be expended on necessities in the year for each man?—Yes.

327. Take your case, now. What is your pay?—My pay is 36s. per annum.

328. That is to say, about half your pay, on the average, goes in your own individual maintenance as a member of the force?—I do not say that. I could not calculate the cost of my own individual maintenance.

329. Taking the case of each individual head constable, about half his pay would go on his maintenance and on the various articles you have detailed—it appears to follow?—Yes, it appears to follow.

330. How much does a second-class head constable get?—36s. 9s.

331. That leaves him about 40s. over, after paying for these things?—The head constable would not spend the same as the men. His expenditure would of course be more. I am talking of a sub-constable's men now; and I am sure a head constable's men is higher.

332. Is the statement you have made to us a statement with reference to sub-constables, or does it refer to the four grades you represent?—It is with reference to sub-constables.

333. Now passing to the grades you represent, is their expenditure greater—take, for instance, food?—I am sure it is.

334. State the ground on which your belief rests?—Because their pay is greater than that of the sub-constables.

335. Then they do not mess with the sub-constables?—They do not. The head constable messes by himself. There may be two constables in a station, and they form a separate mess, which increases the expense.

336. *Mr. Holmes*—The head constables, as a rule, are married men?—They are; but there are some in Belfast unmarried—about one-third of them.

337. *Mr. Holmes*—There is nothing obliging them to join the constable's mess; but single men sometimes join it and sometimes they do not?—I do not see how they can in Belfast, the hours of taking meals are so different.

338. *Chairman*—Take the case of an unmarried constable: do you think that his expenditure for the various items you have covered under the sum of 48s. 9s. 7d. would be much in excess of that sum?—I think it would.

339. Can you say roughly by how much: 5d. or 10d. in the year?—I would not put it down at 6d.

340. Take the case of an acting constable; the excess there would be how much?—The acting constables mess with the sub-constables.

341. *Mr. Holmes*—Do you not think that your estimate of expenditure has been framed very liberally?—Well, I do think that it has been framed liberally.

342. Do you not think that four shirts at 7s. 6d. is rather a liberal estimate?—I do think it is a liberal estimate, and I demurred to the item for drawers. I do not expend that much myself in drawers; I use ordinary common flannel, and so I demurred to the cost of drawers, four pairs at 6s.; but the men told me that is what they pay in the shop.

343. Six shillings a pair for four pairs?—Yes.

344. You consider that is a high estimate?—My opinion is that it is a high estimate. I got my drawers made up at home, but men going about constantly on beat duty wear out more than I do. The friction of the body and the uniform wears them out.

345. *Mr. Holmes*—You told us at the beginning of your examination you were not speaking from any data in the shape of men's accounts?—No; I had not time to compile any.

346. But you were speaking from a memorandum which had been agreed to as the reasonable expenditure?—From an estimate given me by a man who I believe went into the matter minutely.

347. But as far as you are concerned, that is so

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Head
Constable
John Chalton.
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estimate put into your hand rather than a return of which you have knowledge as having been actually expended?—Yes.

344. In your station, of course, there is a regular mess account kept?—There is, but that does not represent the mess.

345. All the single men of the station are obliged to be members of that mess?—They are.

346. Does that mess account represent all the expenditure on food of the single men of the station?—It does not.

347. It does include, however, the cost of servants and the contribution to cooking utensils?—It does.

348. The night-men do not mess in the general mess?—Their mess is portion of the general mess.

349. I mean there are extras expended by them which are not included in the general mess?—Yes; there are extras by all men in mess.

350. Independently of the night-men, do other men spend money for extras which are not included in the general mess?—They do.

351. Can you say as a matter of experience at your own station what the extras are which are not included in the mess?—Butter, eggs, and extra meat.

352. Is that for breakfast?—For breakfast, and particularly for the night-men.

353. Independently of the night-men?—Extra meat, and also porter sometimes for dinner.

354. But you would scarcely call drink a matter of expenditure that ought to be brought under the head of messing?—I would not.

355. I am speaking of matters of solid food. You say there are extras in the shape of eggs, butter, and meat, and those are extras beyond what may be included in the mess?—Yes; and they have fish sometimes when in season.

356. That means any extra that they may have for breakfast?—Yes, and also butter for tea.

357. But the entire dinner, and the bread and tea and sugar, are included in the mess account?—They are.

358. You examine the mess account each month?—I do.

359. Mr. Holmes.—Is it by virtue of your office you examine it?—It is.

360. Mr. Harrel.—Could you give us an idea what the mess account in Denagel Street is?—About 14 15s. or 12 16s. the general mess.

361. I spoke about cooking utensils and things of that sort being included; is the washing included in the mess?—It is not; every man gets his own washing done.

362. Then, in point of fact, the mess account would not represent a policeman's daily or monthly expenditure?—Not at all; it only represents what the men are bound to get and use together.

363. Mr. Holmes.—Go back for a minute to your estimate of expenditure. As I see you are a thoroughly fair man, what other items do you consider to be rather liberally framed in the estimate besides those for shirts and drawers?—I say the 3s. 6d. a month for the harnack servants would depend on the number of men who were at a station. I know that twenty years ago I paid 10s. a month for a servant. I know, too, that half-a-dozen pairs of socks, at 3s., are under the mark. Socks cost me twice that.

364. And shirts?—There is no use getting bad shirts, and good ones will not be laid for less than 5s. or 6s., and the finer description even at that. Three or four or five of them would be worn out in the year. When sent out to be washed they are not taken care of, and even socks sent out are broken; it is difficult to get them repaired, and they are thrown on one side by single men. I think myself that the estimate is liberal.

365. Mr. Harrel.—That is the whole estimate?—The entire estimate. Taking the total amount I think it is liberal.

366. You have made a particular statement with regard to drawers. Now, with regard to the 1s. 11d., adding the cost of cooking utensils and of servants,

have you formed any opinion as to what is the actual cost of uncooked food?—Milk appears to be high, but a great many of the men in Belfast prefer drinking milk to porter. Some of them, testifiers, pay 6d. extra for milk.

367. Then is 11d. you still think fair?—I think it is fair.

368. Mr. Holmes.—For meat you have taken the highest price in the market, 10d. per lb. I think not.

369. I got the best joints at 9d. I cannot get meat at all for that.

370. Mr. Harrel.—Do you know what the single men and those in mess really pay for meat?—I believe it is 8d. per lb. they pay, and 9d. per lb. for steak.

371. Mr. Holmes.—To return to the question of combination which the Chairman started, do you see any practical objection to there being a General Mess Committee for all the harnacks in Belfast, who would take care to supply each harnack with meat at the most reasonable price?—For the entire town force?

372. Yes I do, several serious objections; I think the people themselves would not wish it.

373. Chairman.—You mean the inhabitants of the town?—Yes.

374. Mr. Holmes.—Why?—It would look as if we were giving our patronage to one person.

375. You have 600 men in Belfast, and you might distribute your patronage among a dozen butchers?—The single men would get meat from the butchers, while the married men would not get it on any terms. The only way it could be done would be by serving out the meat from the military harnacks, and the police would not agree to that. We find that some of the meat is not killed. I would like it as a matter of course, because it would be of great service to me.

376. If you were quite sure it was above suspicion?—I do not think I would use it at all. I have seen it brought in dead, and seized myself.

377. Mr. Harrel.—As a matter of fact, the regulations of the establishment up to the present time have never contemplated the extension of the present system beyond a separate harnack?—No.

378. And they have been framed with the view of regulating the mess of each separate harnack, the men messing together?—To mess together.

379. And you think, seeing that the harnacks are in different parts of the town, the plan suggested would not be workable?—I do not think it would be feasible at all; nor would it give satisfaction to the public or the force.

380. There is no control at present of the monthly expenditure of the men beyond their own wish?—None.

381. They are only required to live sufficiently well to perform their duty?—That is all.

382. And at the same time, they are not to run into extravagance?—It must be seen that the men bills are paid every month.

383. But so far as possible within reasonable limits, the expenditure of the men is left entirely within the control of the men themselves?—Yes.

384. Mr. Holmes.—Your check over the mess bills as head constable extends only to seeing that they are paid?—That is all.

385. Not to objecting to items of expenditure?—Unless there were extravagant items of drink, or anything of that kind, which I would bring under the notice of my officer.

386. Chairman.—Your Memorial contains an argument in favour of an increase of pay a reflection is the amount received by police in other parts of the kingdom?—Yes. I have a memorandum giving the rates of pay of the London police. There are three classes of constable or sub constable. The third class has 24s. a-week; the second, 27s.; and the first, 31s. 6d.; while a sub-constable of the Royal Irish Constabulary on leaving the depot has but 19s. 6d.

387. Do you mean on leaving the depot?—Yes; a man who has over six months' service. At the expiration of two years he has 11. 0s. 3d., that is, with the percentage 4d. 1½ per cent.

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Constable
John Chalkin.
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393. *Mr. Harrel*.—This is the net pay?—Yes.
394. *Chairman*.—What is the deduction of 1½ per cent. made for?—That is a thing we do not know. It is for what is called the Constabulary Force Fund.

395. *Mr. Holmes*.—You have deducted the 1½ per cent. from your own pay. Have you made any deduction from the pay of the London Metropolitan Police?—No; I do not know what the deductions are.

396. *Chairman*.—Are you acquainted with the comparative rates of allowances and deductions as regards the two forces?—I am not; but I find the London police have an allowance of 7s. per week for plain clothes—that is, the sub-constables have.

397. *Mr. Holmes*.—Upon what authority do you make that statement?—I take it from a newspaper.

398. *Chairman*.—The Committee will have to take the statement of each representative on this subject. Having done that, we will have an opportunity of examining carefully into the rates of pay and the allowances and deductions of other forces. The most we can get or could expect to get from the men who come before us is what impression they have formed, from the information at their command, as to the relative rates of pay and allowances?—That is what I am stating.

399. *Mr. Harrel*.—You say a sub-constable's pay, after two years' service, is 30s. 3d.?—Yes; and at eight years' service, 1l. 1s. 2½d. The next increase is 1l. 2s. 2½d., far from fourteen to twenty years' service. There is another class of sub-constables, who, for over twenty years' service, have 1l. 3s. 1½d., the maximum pay of a sub-constable, while in any other police force I believe the lower grade of constables attains to the maximum rate of pay at eight or ten years' service.

400. *Chairman*.—Tell me what other police forces you refer to?—I believe in the Liverpool force, or any other police force in the kingdom, a constable—that is, the lowest grade—attains the maximum rate of pay of his grade at eight or ten years' service, whereas, in the Royal Irish Constabulary, a sub-constable cannot attain it until twenty years' service. In the Liverpool police force there are three grades of constables at 30s., 35s., and 37s. per week; and the same, I believe, in Dublin at 25s., 30s., and 32s. 6d.

401. Before you go from the Liverpool force do you know anything about the deductions or allowances?—No. But following up this, I say that the weekly pay of a constable in the Royal Irish Constabulary (whose rank is equivalent to that of sergeant in the police) is only 1l. 6s. 11½d., whereas, in Dublin, the weekly pay of a first-class constable (equivalent to sub-constable in the Constabulary) is 1l. 3s. 6d. I heard these were the rates of pay, but I do not know anything of these forces myself.

402. We will examine into the condition and rates of pay, and allowances, and deductions of the various forces you refer to, and make an accurate comparison?—It is with that object I give the evidence.

403. *Mr. Holmes*.—When you speak to compare yourself with the London police as being a typical English force, do you know anything about the cost of living in London, or here you compared the wages given in Belfast and looked generally with the wages in London and England generally?—No; but I take it that railway and seamen communication have, to a very great extent, equalized the cost of the necessaries of life. In London, of course, house rent may be very high; but, if I may put it so, that is a question outside the consideration of the police establishment altogether, as the Government can procure barracks equally cheap in London.

404. But, assuming that railways and facilities for communication have equalized the cost of living, do you consider, from your knowledge and experience, they have equalized the rates of wages?—I cannot say that; but I believe the rates of wages are higher in England for all classes, being a richer country.

405. You admit that?—I admit that.

406. You think the wages of masons, carpenters, and superior artisans are higher in England than in Ireland?—I do not know; but I know what our duties are compared with those of the English police.

407. Do you, of your own knowledge, know anything of the duties of the English police?—I think that our duties in this country are more severe.

408. *Chairman*.—Why?—Because in every part of England, as a general rule, a policeman has only certain hours for duty, and when those hours terminate he is off duty. As a rule, in Ireland a policeman is never off duty, and I believe his duties are more difficult, owing to the state of the country at all times, than in England.

409. *Mr. Holmes*.—You are going now on the state of the country?—I am going on the state of the country generally, not only at the present time, but at all times. I believe at any time it is twenty times more difficult to perform duty in Ireland than in England.

410. But surely not in a town like Belfast?—There is a good deal to be contended with in Belfast. There are different parties in Belfast who are perpetually opposed to one another, and the police have the greatest difficulty in trying to prevent them from quarrelling. I do not wish to say anything more of Belfast, except that at certain times it is perhaps more difficult to act there than in many places. If there is a party opposed to the law, the law can be enforced against that party; but in Belfast there are two or three parties not opposed to the law, but to one another.

411. Except at the July anniversaries do you think Belfast more troublesome than Liverpool, or any other large town in England?—I believe it is in June, July, and all the summer months; because excursions go to different places, and even children have to be escorted and protected along the streets. A band cannot accompany them without an escort of police. Though I have had much experience, such a thing was unknown to myself until I went to Belfast.

412. Is not this only on certain anniversaries, like that of the battle of the Boyne?—The weather has a good deal to do with it. When the weather is fine excursions will go out, and when excursions go out the police must be out too.

413. *Chairman*.—You have now stated your views about the heavier duty you have to perform than the London police. Your Memorial also states that the duties imposed on the force are every day becoming more onerous. Explain what you mean by that?—Nearly every Act of Parliament passed for Ireland imposes some duty on the constabulary.

414. Can you tell me since 1868, which is an important era in point of date in the history of your force, have there been many, and, if so, what duties attached to you?—I could not go over the Acts of Parliament from memory passed since.

415. Or, since 1874, do you remember?—A year or two ago the *Jurors' Act* imposed duties on us, and we have to execute warrants.

416. *Mr. Harrel*.—You have to serve *jurors' summonses*?—Yes. Then there is the service of notices on the army reserves; and there is the *Army Discipline Act*.

417. *Chairman*.—The Memorial states "the duties imposed on the force are every day becoming more onerous." May I ask you whether, in that statement, your memorialists have had in their mind increased duties within the ordinary scope of their service which the late agitation imposed on them?—I cannot say what the memorialists had in their minds, but I know of my own knowledge that for the last two or three years the duties of the police have been more than doubled.

418. That is to say, the ordinary duties have been more than doubled?—They have been extended in consequence of the state of the country. I know of my own knowledge that nearly every Act of Parliament passed for Ireland imposes some duty on the police.

419. We have that down already. But what I want to come at is this—where in the district in which you are now stationed has the state of the country imposed additional work on the men?—I do not say that it has.

420. But you spoke generally of the country?—I spoke generally of the country. If I am in Belfast to-day I may not be in it next week.

Head
Constable
John Clarke,
29 Aug. 1892.

420. *Mr. Holmes*.—Your experience of Belfast has been very limited?—Not a year, but I know it pretty well.

421. *Chairman*.—When did this demand for an increase of pay arise?—I cannot say how that sprung up.

422. Can you say when?—It sprung up in Limerick. There was some talk of a Commission dealing with those things.

423. When was that?—About the last twelve months.

424. Was it when the talk of a Commission arose this idea of the necessity of increased pay arose, too?—I did not say that at all. It has been long felt that the pay was not sufficient. There was a feeling long before the inquiry that the pay was inadequate, and that the persons should be satisfied.

425. And you say that it was in Limerick the first talk was heard locally of this increase of pay?—I believe so; but I was in Belfast at the time. It was from Limerick it came, after some announcement the Chief Secretary (Mr. Trevelyan) made in the House of Commons. It was that that evoked it.

426. You must be mixing up two different things. Mr. Trevelyan's statement was made only within the last month?—There was some statement made on the Officers' Bill. I paid scarcely any attention to it, but I believe Mr. Trevelyan said it was represented to him that the men were satisfied with their pay, and it was that that evoked the outbreak and brought it to a crisis.

427. But from your knowledge of the force, when was it that the demand for this additional increase of pay referred to in your Memorial sprung up?—The men have been talking about their condition for some years past.

428. But how many?—For the last four or five or six years they have been saying their pay was insufficient, things becoming dearer every year.

429. Then we may take it at five years?—Five years.

430. *Mr. Holmes*.—You said at first it had long been felt that the pay was insufficient, but you now say only within the last four or five years?—I am speaking from my impression, but I consider four or five years a long time in a policeman's life.

431. You are aware the scale of pay was considerably increased in 1874?—I am, and I am aware it gave satisfaction at that time; I believe it did, it gave me satisfaction at that time. I had money then, but I had to spend it close on my family.

432. When did you yourself, and not speaking for the rest of the force, begin to be dissatisfied with your pay?—I have never been dissatisfied up to this, even at the present moment. I did not come here to speak individually; but I would like to be placed on the same footing as other police forces. I believe I am entitled to the same pay and emoluments as men of my rank and standing have in other police forces, and that my present pay and emoluments are not sufficient to support myself and my family respectably.

433. *Mr. Harrel*.—You are speaking here in a representative capacity as representing the opinions of others?—Yes.

434. Now, when do you represent here distinctly; who elected you to come here?—I believe that I represent the entire town force.

435. Yes, but who had a share in sending you here?—The head constables, constables, and acting constables.

436. Though you may also represent the opinions of the entire force, still you were chosen to come here, not by the sub constables, but by the head constables, constables, and acting constables?—Yes; but I believe that I am not representing their opinions in stating they were not dissatisfied; I believe they are. I wish to say we have our claim for an increase of pay on the rates of pay given to tradesmen also, such as carpenters, bricklayers, and the like. We say after a time we should be regarded in the same light as skilled labourers or tradesmen. A skilful labourer or tradesman gets

about 32s. 6d. a week for five days and a-half, and we have to work seven days for a great deal less, 11s. a-week.

437. *Chairman*.—You are aware it is only those in the lowest ranks of the force have to work at the scale of pay you have mentioned?—I am; but a great many remain in the lowest rank during their service in the force.

438. Are you not aware that according as you go on you earn a pension, whereas the artisan earns no pension, and has to provide his means of future sustenance by savings out of his earnings?—I am; but the artisan in the natural course of events will get married, and his wife and family can turn to some employment. The wife and family of a policeman are deterred from doing that.

439. *Mr. Holmes*.—Are they deterred?—They are.

440. By the regulations of the force?—They are. Married men in Belfast have portions of their houses unoccupied, and cannot take lodgers.

441. *Chairman*.—Is there a regulation of the force forbidding the wife of one of the force to earn money in any particular way?—I believe she could act as a servant in the barracks; but she cannot trade or work as a dressmaker in any way.

442. And you set off this advantage the artisan has against that of the force in obtaining a right to a pension?—I look on it as more than a set off.

443. *Mr. Holmes*.—Why do you compare your pay with the wages required by skilled artisans?—I joined the force at 18 years and 3 months, and at that age I commenced to learn a trade I would have learned it in five or six years, so that after five or six years in the force I think I should be placed on the same footing. Besides, as regards the Royal Irish Constabulary, I wish to submit to you that the principal class from which the members of it are drawn is the farming class, and when they joined the force it was a question of joining or emigration. They elected to join the force often perhaps at the instance of some relative or friend against their own wishes altogether, and against their own interests. I think that having joined the force and elected to stay and serve the country in their capacity of policemen, a comfortable bonus should be made for them in the force. It ought to be made so attractive that they would serve their full time, and that the police force should not by any means be made a temporary expedient for certain classes to enable them to emigrate.

444. But surely you were a free agent; you were not compelled to join?—If I were that now I would not join.

445. You need not have become a policeman; you might have elected to take up a skilled trade?—I say if you got 100 policemen at 10 years of age the whole 100 would make skilled artisans in the course of time; but if you had 100 artisans, you would not get five who would make policemen.

446. Do you say that any hundred policeman you take would become after a certain time skilled artisans?—I do. I believe there is no difficulty in learning any trade; I could learn any trade.

447. *Mr. Harrel*.—Have you taken into consideration, in comparing your position with that of an artisan, that you are employed continuously and paid for every day and for every week?—I have; but I say that if I were an artisan or went to any other business twenty-seven years ago my position would be better.

448. It is in consequence of that statement I ask you, have you taken into account that it is only when in full work the artisan earns 32s. 6d. a week, and have you remembered that, be it slack or brisk, the lowest class policeman has 11s. 7d.—That is his lowest wages at the present time; but if he works overtime a carpenter has 8s. 6d. on hour.

449. *Mr. Holmes*.—But his wages are precarious, while yours are certain?—I admit that; but he has other things to turn to, and I have none. His wife and children may be in business.

450. *Mr. Harrel*.—You have stated that as an age-off against pension?—Yes; but this position would be terrible, that it is only a certain class that will make

police, and that also should be attracted to the force, and retained in it if practicable.

451. *Mr. Holmes*.—When you say "a certain class," from what class in society do you consider the police force ought to be recruited?—I think those best suited for policemen in this country are small farmers' sons.

452. You must compare the wages you get as policemen with what small farmers' sons earn?—These men have never earned a day's wages in their lives. They would work a week for nothing sooner than take 10s. a-day when I joined.

453. You now state the police force ought to be recruited, in your opinion, and as to a large extent, recruited from the farming class. You ought not, therefore, to compare yourselves with the skilled artisan class, but with the farming class?—What I mean is, that if a man goes to a trade at a certain age he learns it in a certain time.

454. You have had a great deal of experience of the force, and know the material of which it is composed: why do you think it should be composed mainly of farmers' sons?—These young men are brought up at home principally, and they have not contracted any vicious habits, while they are used to hard work. When I joined the police I could run twenty miles without tiring myself. Those who joined the police some years ago did not consider the work hard. Other classes considered it so severe they ran out of the Depot when I considered it only play.

455. Of late years there has been a large influx from classes other than the farming class?—I cannot speak definitely.

456. Have not you got many recruits from the town?—I believe so; I cannot speak definitely on it. Some swells of shop-boys applied for admission, and we would not take them.

457. On the ground that they would be inferior policemen?—Inferior policemen, but not so in intelligence.

458. Physically?—Physically. No man would make a good policeman but a man who could be trained. The man who thinks he knows everything after being two or three years in a shop would never make a good policeman. There is no man as to the cost of plain clothes I would like to bring under your notice.

459. *Chairman*.—Is there an allowance made for plain clothes?—There is not. In my station there is a man in plain clothes every day three or four hours—from 6 to 9 or 10 o'clock—employed looking after certain things.

460. *Mr. Holmes*.—And he must be in uniform?—He must be in plain clothes, and they are very expensive. A man showed me a bill the other day for an overcoat, coat, vest, and trousers, amounting to 7l. odd.

461. *Chairman*.—What recommendation do you make of your district suggest on the subject of plain clothes. Do you rely on it as a reason for increasing the pay?—I do for the Belfast force.

462. *Mr. Holmes*.—But surely the wearing of plain clothes is not limited to Belfast?—Every man in the force is bound to have a suit of plain clothes, which we wear only on special occasions, such as for the arrest of an offender, where it would be useful to go quietly to a place as to watch some person. Plain clothes are used constantly in Belfast.

463. This regulation is not applicable to Belfast only, but to the whole of Ireland as well?—I dare say at present it is applicable to some other large towns, but I understand it is applicable specially to Belfast.

464. *Mr. Harrel*.—A policeman stationed in any place is liable to be called upon to put on plain clothes of his own to perform certain duties?—Particular duties.

465. But the occasions on which he is called upon to perform these duties are of much more frequent occurrence in Belfast, you believe, than in other places?—Well, in fact, I do not know that I ever had to put on plain clothes; but it is a continuous duty in Belfast.

466. In the case of some men?—Each man in turn.

Men have to dress twice or three days in the month in plain clothes, and if the weather is bad they get destroyed. The item for fuel and light in the stations in Belfast is considerable, and the allowance is very small. In the smallest station there is an allowance of 11s. per month in summer and 12s. in winter. In Donagh St. net, where there are fifty men, I believe the quarterly expenditure for fuel and light is about 3l. or 3d., and the allowance is but 24s. in summer and 30s. in winter.

467. Do not the regulations on that subject admit of a special grant being given on a special report and application being made?—They do.

468. Was there an application made?—There must have been one application made when the allowance was decided. There must have been authority for the double allowance.

469. But is there not reserved in the regulation power to give more than a double allowance under certain exceptional circumstances?—There is.

470. And in the case of a station the largest in Ireland which you represent here, would not it be fair to ask for a special allowance?—I think so.

471. Has it been asked for since the allowance was decided?—I believe not.

472. *Chairman*.—That also you rely on as a ground for asking an increase of pay?—Yes; it increases the expenditure.

473. *Mr. Harrel*.—Whatever is deficient has to be made good by the men?—Yes. I admit the question would come more properly before the Inspector-General. There is a disposable force in Belfast of six men who are continuously in plain clothes, and they get an allowance for clothes at 5l. per man per annum, but I believe it costs them 10l. or 12l.; I believe that being in plain clothes they lose 6l. or 8l. a-year.

474. *Chairman*.—The next part of your Memorial demands for the men who joined the force since the 10th August, 1866, a pension similar to that which is given to the men who joined before the 10th August, 1866. Have you any remarks to make on that demand?—We believe the injustice of that is so evident that it does not require much remark at all.

475. What are the grounds on which you state that this distinction is unjust?—The men who joined since that time, composing more than one-half the force at present, say that it is unfair and unjust that the men who joined before the 10th August, 1866, should get their full pay at thirty years' service, whereas they get only thirty-fifths or three-fifths of it, a pension which is insufficient as a provision for them in their old age, and when they leave the force they are, as a rule, unfit for any other business. They cannot get pension without being returned physically unfit by the medical officer.

476. On those grounds, the men whom you represent in Belfast seek to be placed on an equality with the men who entered the service before the 10th August, 1866?—It is so; and they also object that the pension is by periods—fifteen years, twenty years, twenty-five years, and thirty years. They say that if a man has to leave at sixteen or seventeen years' service he should get sixteen-thirtieths or seven-and-thirtieths, as the case may be, and so on, instead of by periods of five years. Thus, if a man leaves at sixteen years' service he loses four years' pension.

477. *Mr. Harrel*.—Are you perfectly correct in saying a man retiring at nineteen years' service does not receive a larger pension than if he retired at fifteen?—I do not believe he does.

478. *Mr. Holmes*.—You are talking of the scale of pensions applicable to the men who entered since 1866?—I will clear up that now; the men who joined since 1866 wish to be put on the same footing as regards the amount of pension they would be entitled to on their retirement as the men who joined previously; and the entire force say the pension ought to go by thirtieths, not by periods of five years. Thus, if they had sixteen years' service they would get sixteen-thirtieths, and if they had nineteen years' service, nineteen-thirtieths.

479. You want the men who joined since the 10th

Head,
Constable
John Clarke.
—
20 Aug. 1882

Head
Constable
John Collins.
—
29 Aug., 1888.

August, 1866, to be under the same scale of pensions as the men who joined before 1866—I want that they should get the same pension on their retirement after thirty years' service, and that the entire force get a pension by thirds in annual increments. If I retired I would only get a pension for twenty-five years' service.

450. Then in addition to putting the men who joined since 1866 under the same scale as the men who joined before 1866, you want to improve that scale?—Yes.

451. *Chairman.*—By making it increase year by year?—Yes; year by year, and not by longer periods of five years.

452. Are there any other grounds with reference to pensions which you desire specifically to lay before the Committee?—I do not recollect anything else.

453. *Mr. Holmes.*—Surely when the men who joined since 1866 entered the force they were fully aware of the conditions under which they joined?—I would not say so. Men frequently join the force without considering the matter. A young man hears that the pay is so and so, and that the duties are so and so; and seeing the men gladly do them, he does not consider the question very minutely; if he did, the probability is that he would not join at all. A good many would not join if they knew everything connected with the force. They do not get much information from us when they ask us about these things. We try to conceal matters.

454. Are you aware that a man need not be declared medically unfit now to entitle him to his pension if he has thirty years' service?—I am. That is under the 1874 Act. The men of the force think that they should be allowed to retire at thirty years' service.

455. *Chairman.*—Now pass to the question of unfavourable records, and give us the questions you are sent to represent on that subject?—The men of the force in general say that unfavourable records ought to be abolished after a certain period of good conduct; and they base that claim on the precedent in like cases in the army. I believe it is the case that after a certain time those unfavourable records are blotted out in the army.

456. Can you state with certainty what the military regulations on the subject are?—Certain.

457. Can you explain the regulation in other police forces?—I cannot say.

458. On that subject you have not got accurate information?—I have not.

459. Will you give us a statement of the rules existing in your force with regard to the duration of unfavourable records?—They remain during a man's life against him, though he pays for them a monetary fine at the time they were inflicted.

460. I suppose that fine varies with the nature of the offence?—Yes, and the number of offences.

461. And he continues to pay that fine by reduction of his pay during his career in the force?—Till the fine is paid in the force, and he also continues to pay it during penance by a reduction of pension in consequence of that record.

462. Have you known cases of this hardship to work very hardly on the men?—I have.

463. Can you state cases from your memory?—I can. I knew of a head constable in Tipperary some years ago to be fined 10s. during his service, and at 41 a year was stopped from his pension owing to that unfavourable record. I believe, however, so much is not stopped now.

464. Has there been an alteration of practice to some extent meeting this grievance?—I cannot speak as to that.

465. You know the regulation does not work so harshly as before?—I believe not. The punishment is not altogether so excessive at present as it was eight years ago.

466. What do the men whom you represent propose in substitution for the present system of unfavourable records?—They propose, so there is a fine inflicted on them, and they are punished perhaps by not being promoted, and in other ways, that, having undergone

such punishment, they should not be further punished by a reduction from their pension on retirement.

467. And the way they propose to work that out is, as I understand, that the record should be wiped out after a certain lapse of time?—After a certain lapse of time, whilst in the force, so as not to render them indigible for promotion, but in no case should any amount of unfavourable records tell against a man on retirement. They say they have already paid the penalty.

468. *Mr. Holmes.*—By whose authority are these deductions made for unfavourable records?—By the authority of the Inspector-General.

469. Who sets the Inspector-General in motion?—Whoever makes the report against a man.

470. I suppose the county inspector?—No; it is generally the man in charge of a station. If a man gets drunk I report him, or, on the other hand, if I get drunk, he reports me.

471. Does he report direct to the Inspector-General, or to the county inspector?—To the sub-inspector; the sub-inspector to the county inspector; and the county inspector to the Inspector-General. The Inspector-General imposes the penalty, which is paid by stoppage of instalments at the rate of 12s. a month from the man's pay.

472. For what breaches of discipline or offences are those deductions made?—The principal breach of discipline in our force is intoxication. Men are reported for intoxication when they would not be arrested at all as civilians. I have had long service, and I have never seen but one or two men in the force totally incapable.

473. If a man is fined 12s. for being intoxicated, he not only has to pay the fine by monthly instalments of 12s., but the fact of his having been convicted of drunkenness may probably interfere with his promotion, and when he retires a deduction would be made from his pension on account of the fine. To what extent would be the deduction?—About 12s. for each unfavourable record. Sometimes it is according to rank, too.

474. *Mr. Harrell.*—But on that matter there is no fixed rule; it is a subject for consideration by the Pension Board?—It is. The pension is struck by the Pension Board.

475. You are not aware whether there is any fixed rule?—I am not. I know for one fine of 10s. a deduction of 12s. having been made, and if the man lived for twenty years in receipt of pension he would have paid 60s.

476. A man is generally transferred after being punished, and that entails expense on him too.

477. Did I understand you to say that the proposition of the men is that an unfavourable record should be wiped out after an interval of two years' uninterrupted good conduct since the record?—Yes.

478. Now, have you considered what course should be adopted with regard to men who have two or more unfavourable records?—There should be a longer period. Supposing I happen to be intoxicated and punished. Two years ought to punish that as a first offence. But if I become intoxicated again, I think I ought not to get off so lightly for the second offence. Let the fine be severer, and, say, three years from the date of the second record.

479. And so on, extending the period as the result of each false step made by the man?—Yes, and then that those unfavourable records should not be taken into consideration after they are purged for any purpose, except considering a man for promotion.

480. As a matter of fact, it would be doing some injustice to the men of the force who were perfectly spotless in their character if those who had even purged their records were placed on a perfect equality with them for the purposes of promotion only?—Certainly, that is, supposing two men of equal service and fitness are candidates for promotion, I say the man against whom there is no unfavourable record should get the promotion, and the man who has an unfavourable record of drunkenness be put back for a year.

481. You say that is in the interests of the men them-

selves. Other things being equal as regards promotion, a preference should be given to the man of spotless character?—Decidedly so.

511. But I understood from you that as regards the pension his records should be absolutely wiped out?—Absolutely wiped out.

512. *Chairman*.—The next point your Memorial asks is that men shall be compelled to retire after thirty years' service, and be permitted, if they so desire, to retire at twenty-five years' service. Before telling us the ground on which you rest this, perhaps you had better first tell us what the present rule on the subject of compulsory and voluntary retirement are?—There is no compulsory retirement, but there is a good deal of voluntary. At thirty years' service a man is entitled to the full pay of his rank as pension if he has served three years in the rank.

513. When you say they should be permitted to retire after twenty-five years' service, do you mean there should be the same privilege attached to that service as now attaches after thirty years' service?—Certainly not. They should get the pension for twenty-five.

514. Tell us the ground on which this distinction is drawn between twenty-five and thirty years?—There are a good many men unfit for service at the end of twenty-five years, and there is a great deal of difficulty in getting after that service. In large towns like Belfast a great many men now were out after twenty-five years' service, and find the greatest difficulty in doing the work or being allowed to retire, though returned unfit by the local medical attendant, some at whom are men of the greatest eminence in the country. They must be examined here, and men have been sent back to their duty who were scarcely able to return. It is known that there are cases (I am not able to give the particulars) where the men died immediately after their return.

515. Do the men enter now at an earlier, at a later, or at the same age as in former years?—There are marked differences in that respect?—I cannot speak distinctly as to that; but my impression is that they do not join at the same age now as formerly. The limits of age formerly were from 18 to 27, and they had been extended from 18 to 30.

516. What is the average age for entering the force?—About 20.

517. A man may join the force at 18. Do you not think if he were allowed to retire after twenty-five years' service, that it would be somewhat an early limit to make him a pensioner?—I do, if he were in good health.

518. But your proposition is optional retirement after twenty-five years' service. So that that would enable a man to become a pensioner at whatever the pension might be at 45 years of age?—It would, but he loses one-fourth of his pension by retiring at that age.

519. Do you think optional retirement at 50 years of age would meet the justice of the case?—I think it would.

520. Do you think a general rule enabling men to retire then, whether from ill-health or not, would meet the justice of the case?—I think it would, so far as my individual opinion goes; but the bulk of the force feel that it would not. A soldier can retire at twenty-one years' service, but a policeman must remain for thirty-one.

521. Did you understand perfectly the proposition contained in that last question, that 50 years of age should stand in the same position with regard to the matter of pension as, in certain cases, 60 years formerly did?—The ranks had nothing to do with the 60 years at all, only the officers. We were always allowed to retire after thirty years' service.

522. *Mr. Holmes*.—Not without a medical certificate?—We were always in such a state that we could get a medical certificate.

523. *Mr. Harrel*.—In representing the opinion of the men asking for permission to retire voluntarily at twenty-five, and for compulsory retirement at thirty

years' service, did you mean to convey that that was also the desire of the constables and head constables?—It is the desire of the force generally; but my own opinion is that a great many of the force would not avail themselves of that.

524. You involve not only voluntary retirement at twenty-five, but compulsory at thirty years' service?—The object of the compulsory retirement is to prevent head constables and constables remaining on, blocking the way to promotion.

525. Supposing you were a man appointed after 1865, and could only get thirty-fifths of your pension, would not you deem it hard to compel you to retire after thirty years' service?—My individual opinion is that it is hard to make any man retire; but I do not think a man ought to be permitted to remain in fifty years' lobbying about with an easy task stopping the men's promotion.

526. A man enters the force at 24. At 50 years of age many men are hale and strong. If you were to compel them to retire after thirty years' service you would be driving out of the force many physically capable men?—I would let such men serve, and call them up to Dublin for examination by a medical man annually, giving them additional pay for remaining. There is another matter as regards retirement which the force consider a great grievance. If a man is sixty days sick, even though returned unfit by the medical attendant and the Medical Board here, there is a deduction generally of 7d. per day made from his pay. That occurs in all cases.

527. *Chairman*.—That deduction of 7d. a day, what period does it cover?—From the time it is made till the man retires,—it may be a month, two months, or three months.

528. *Mr. Harrel*.—It is not imposed until the expiration of sixty days from the man's sickness?—Yes.

529. *Chairman*.—And then it tells on the time after that?—It tells on the time after that, and if he gets sick within six months it is counted.

530. *Mr. Holmes*.—Is not a man living cheaper in hospital than in barracks?—He is not put in the same expense as in barracks?—I think he is put to more expense; for instance, in the Royal Hospital, Belfast, we were charged 11. a week.

531. Is not some such rule as this necessary to prevent malingering?—The presumption that every sick man is malingering has caused a great deal of discontent in the force. It is scarcely possible for a man to malingere for any length of time, because his comrades have to perform his duty, and they will not do it for him if he is malingering. They feel it a great hardship to be compelled to do his duty when he is returned unfit and not allowed to retire, and his place supplied by a man able to work.

532. Could not any practical injustice in such a case be prevented by having a discriminating Medical Board to inquire into each individual case?—We have a local medical attendant in every district, and some of these medical attendants are men of the greatest eminence in their profession in this country. We had them even when they got scarcely any emoluments for it, and it is known that medical gentlemen attended the police force, say twenty years ago, without any emoluments at all; they would not take the emoluments given at the time, but gave them in some cases to the head constable or constable.

533. *Mr. Harrel*.—The whole of your evidence on this subject goes in the same direction on two points. One is, that men are kept for an unnecessarily long period sick and unable to perform duty until they are examined before a Board for discharge?—Yes.

534. And that after being examined by that Board they are often, in the opinion of the force, desired to return to their duty when in an unfit state to serve further?—There have been several cases of it.

535. In addition to that, even when returned unfit, they are permitted to remain for an unnecessary and unreasonable period at their stations before being finally discharged?—They are compelled to remain.

Read
Concise
John Chichester.
29 Aug. 1885.

Head
Constable
John Collins.
* Aug., 1882.

533^a. Therefore, the great weight of complaint and grievance arising out of this matter could be disposed of by the Medical Board in Dublin being asked to not more promptly and with greater discrimination, and the men discharged more quickly?—I do not know that. My impression is, that it does not rest with the Board.

534. But the Board being called upon to not more promptly?—That would meet the case of a man before being called before the Board; but how would it meet the case of a man in barracks afterwards?

535. But you have already complained of a man remaining on afterwards in a station, a night on the station and his comrades: is not that so?—It is.

536. Chairman.—The next statement is that the constables discharged by men in large towns are not adequately remunerated by the present allowances, and that an increase in this respect is required. What do you wish to say on that subject?—That would refer to the night watch.

537. You are now going to refer to the duties which are discharged in Belfast?—Yes; the general duties of the town in the first instance, and the night watch in the second. There is only six a-night allowed, and, as I explained before, it was the intention of the Legislature to give the men 12 a-night.

538^a. That is paid out of the local rates?—That is paid out of the local rates, and it is also stated by the men that the Town Council were at the time willing to give 12. This night watch duty occurs every three months for sub-constables, about every four months for constables, and every alternate month for head constables, owing to there not being a sufficient supply of head constables.

539. Mr. Harrel.—It is not the case, though, that the head constables stay out continuously the seven hours the men stay out?—It is not; because they have to take two divisions of duty to save a head constable. I go on night duty at half-past 8; I am in at 9.15 to 9.30. I take my supper, and I must see the roll called. I go out again at half-past 10, and I am in about 2 or 3 o'clock. It would be much easier for me to go out with the night men at half-past 10 and remain out. Then the next month I would have only five hours' duty in the evening, and the following month six hours' duty in the day; but to save a head constable I take up two divisions of duty.

540. But this is a matter of your own choice particularly?—It is.

541. And it arises from the fact that the allocation of head constables to Belfast does not admit of one to each division?—Yes. Formerly there were three for the three divisions, one for each.

542. Mr. Wilson.—Have the police of Belfast any country work to do, or are their duties confined solely to the town of Belfast?—They do.

543. They correspond to the Dublin police?—They do; and that is a matter I should submit, that we be placed on the same footing as the Dublin police; and the men is the same.

544. How long does the beat of a sub-constable last?—Six hours for the first division, five for the second, and five for the third.

545. What do you mean by divisions?—The duties are divided into three divisions—one those as day, evening, and night. The day duty is divided into two parts, six hours each; and then the evening, five hours; and the night seven. The men who come off night duty the 1st of next month go on evening duty for the five hours.

546. When does the first day beat commence?—At 6 o'clock in the morning, from 6 to 9 o'clock. The next relief is from 9 to 3. The men who come in at 9 go out at 3, and remain on till 6. That is the time they are actually on the streets.

547. That constitutes a day?—It does, so far as beat duty is concerned.

548. There are four sets of men to do the twenty-four hours' duty?—Yes.

549. Mr. Harrel.—The number of hours' duty performed by each set is not equal?—No.

550. The men on night duty perform seven hours' duty?—Yes.

551. And the month following the performance of that duty they only do five hours' duty?—That is beat duty.

552. The other two sets always do six each?—Yes.

553. In addition to the beat duty, the men required for any particular duty, or to meet the circumstances of anything peculiar on the street, have to go on duty out of their turn?—They have. In addition to the ordinary duties the evening men have to attend police courts and perform constable duty, execute warrants, and serve summonses.

554. As all prosecutors have to do; they have to attend the police courts outside their duty hours?—The men on night duty have not to attend the courts, and a great many cannot get to bed till 2 o'clock, and sometimes 3 o'clock.

555. What per-centage of the men in the barracks would you say were daily occupied on duties in addition to their beat duty?—I should say about one-fifth of them.

556. And, on the average, about how many hours would the men occupying that fifth be occupied?—I should say about four hours.

557. Four hours after beat hours?—Generally before.

558. That does not include, during the summer months, the extra calls on the men to go out for the preservation of the peace?—Certainly not. I was myself for ten days eighteen or twenty hours out of the twenty-four on street duty.

559. Are not the exceptional calls of frequent weekly occurrence?—They are.

560. During the three or four months of the year when excursions are passing through the town?—Yes; several times, too, there are strikes in the mills, and the workers have to be protected going and returning, and at meal hours.

561. That is in addition to the duties you have described?—Yes. The extra duties are very nearly half the beat duties.

562. Giving the beat duties at five, six, or seven hours, do you think it necessary to add anything for the time occupied by the men parading, going to their beats, and coming on and off relief?—The men who go out at 8 come in at 9 o'clock. Some of them are married men, and have to go to their lodgings to take breakfast, and they must be on parade at half-past 10. The parade generally occupies from three-quarters-of-an-hour to an hour. There is an examination in the "Hue and Cry" and in Acts of Parliament.

563. That is a parade provided by the service regulations?—It is.

564. In addition to the hours of ordinary beat duty, to survey the number of hours' duty performed by a man in Belfast, should you not add something for the time it occupied him to go to his post, parade at his barracks, go to his district parade ground, and go to his beat. Does not that add in going to and off duty nearly an hour to the term of his beat duty?—It does.

565. Then, in point of fact, the duty would be represented—even the beat duty—by adding another hour to the hours already stated?—About an hour. The time on beat duty is only counted from the time a man commences his beat. We parade a quarter-of-an-hour before the time. It takes some a quarter-of-an-hour to reach the parade ground; others ten minutes.

566. These comprise the extra duties that you in a large town perform?—Yes; the constables say that the senior constable at each station has a great deal of extra duty in addition to those I have named. He has to keep the books and records of the station. A great many of them told me they would sooner perform all the duties outside than those inside. They get no remuneration, and there should be an allowance. There ought to be three constables in every station in Belfast, in order that there should be one always at the station.

567. Mr. Holman.—Has the senior constable, who keeps the records and accounts, to do all that in addition to the ordinary work?—He has.

Head
Constable
John Chalk
—
29 Aug., 1882.

569. In other words, it interferes with his leisure time?—It does. The senior constable in Belfast has no leisure time.

570. Mr. Harrel.—The only remedy would be to increase the number of constables in Belfast?—That would be the proper remedy.

571. Is some station it is practicable to have a constable in charge of the station?—There is one in Denagall Street.

572. Chairman.—What increase of allowance, if any, is sought by the men in respect of those increased duties?—The constables who have to perform this extra work in charge of stations say they should be allowed 5s. a-year, or that there should be another constable appointed for the purpose. My own opinion is, that it would be better to appoint another constable, and let him do it. In any case, there should be a constable to keep the records.

573. What allowance is suggested generally among the men in respect of those increased duties that belong particularly to the town of Belfast?—They say they believe they are entitled to 1s. a-night for the night-watch instead of 6d., and that as they are a certain number of hours on extra duty, they should get the same extra rate of pay as is given throughout the county. Supposing they are right here on extra duty, they say they ought to have the allowance other men get when absent from their station. The belief of the town force is that this latter allowance of extra pay for the night hours could be legally given under existing regulations, even in Belfast, but it is not given.

574. The next thing is the allowance for beer-money. You have told us that each man has to buy three pints of beer during the year?—Yes, at 18s. a pint, and repairs, 1s. 6s.

575. That comes to 4s. You told us in your evidence, with reference to the pay, the circumstances connected with the streets of Belfast, which, in your opinion, render it fair to make the allowance, but when making the claim for 1s. you took into account the beer-money?—I do not think it was intended in the Memorial. It did form part of my argument, but I never read the Memorial.

576. You told us that three pints of beer were necessary for each man during the year?—Yes.

577. I want to know whether, taking one year with another, you find it necessary to get three pints of beer?—I know three pints would not do me.

578. With regard to the mode of getting beer, do you not think, considering the high price of beer in Belfast, that it would be a more satisfactory thing for the force to get good beers supplied by contract suitable to the use of the force?—I think if we got suitable beers from the Government that we should be very thankful.

579. That is, assuming the Government were to take any charge in reference to this?—Yes.

580. Do you think it would be necessary to pay 18s. for outside beer?—They would not be got in Belfast for less.

581. But, supposing the Government had a contract, do you not think they would be got at something very much less than 18s.?—I believe the price of the beer supplied to the military is about 12s., and I do not think you would get the police to wear them.

582. The military boots would not be suitable?—I do not think they would be sufficiently good for the streets of Belfast.

583. Sufficiently neat and strong?—Not sufficiently neat in any case. They would not be strong.

584. Have you ever made inquiry as to how the London Metropolitan police are supplied?—I have not. The military boots would be unsuitable because they are too low, so that the water gets in. The police wear long heel boots in winter as a rule.

585. There is also a claim that an allowance for lodgings should be granted to married men not living in barracks. Is there any allowance at present granted for married men?—I have accommodation, but it is very bad.

586. Is there barrack accommodation provided for a certain number or a certain class of married men?—

The men in charge has the accommodation if it is to be had.

587. And has no other man than the man in charge any accommodation?—No, unless there is accommodation for two married men's families.

588. If there is, do the men allow no other married man to avail himself of it?—They do; but that does not exist in Belfast.

589. Taking Belfast as it stands, you told us there were something like 350 police there?—Yes.

590. How many are married men?—About 120 or 130.

591. Is there any provision made for lodging allowance or residence for those married men, except for the constables in charge?—All the constables in charge have not accommodation; only about half of them. There is only accommodation in two barracks out of five in the district to which I am allocated.

592. What is the limit with regard to marriage in the force now?—Seven years in the county.

593. And in the town?—Seven years after becoming effective on leaving the depot; about seven years and six months.

594. Have you any idea what amount of allowance the men consider should be made in Belfast for lodgings for married men?—They have not come to any conclusion about that so far as I know; but the average cost of lodgings per man is 14s. per annum, and from 5s. to 6s. for fuel and light along with that, all of which comes out of their pay.

595. The allowance prayed for here is not for fuel and light, but simply for lodgings?—Fuel and light come under the same.

596. You would wish to add fuel and light?—Certainly.

597. The married men live with their families?—They do.

598. But I understood you to say that that was more easily than living at home?—Of course, they have to pay the rent.

599. I am now talking of the food?—Meat is more costly than at home, but no other description of food is. Small joints cannot be had on the same terms as large ones.

600. From your acquaintance with the married men in Belfast, can you tell us in what condition they present pay, which does not contain an allowance for fuel and lodgings, enables them to live?—I do not know how the married men can live at all. It has come to my knowledge that a married man's meat bill for the month—and he was sick of rejection of the lings—was only 8s. for himself and his wife.

601. Has he a family?—Two young children that did not require meat; but that was all he was able to procure for himself, and he would require half tea or a chop, if he could get it.

602. You told us that the wives of these men are precluded from earning money as the wives of a similar class can do?—They are.

603. But there is nothing to preclude the children?—I believe there is. They cannot enter grocers' shops, and they certainly cannot enter spirit shops.

604. Your remarks as to the effects of such restrictions would only apply after the children had reached a certain age?—That is all.

605. But assuming the children to be once grown up, they would be allowed to enter into any other business than the grocery and spirit trade?—I do not know that they would. I saw a letter sent against a man for having his brothers in certain situations in Belfast, and they were most respectable men.

606. What class of situation?—One of them was in the wholesale department of Dandell's Distillery, and the other was in one of the large drapers' shops.

607. I should like to know whether, to your knowledge, any action was taken by the authorities here?—There has been no action taken in the case yet. I believe that all these letters come from ill-disposed policemen; and that would tend to show that action could be taken. It was I reported on the case. I said I did not think it interfered with the performance

That
Constable
John Clarke,
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of the man's duty at all, and if I said otherwise, it is very likely he would be interfered.

606. Am I to understand there is a feeling in the force against children being employed in drapery shops?—Not at all, but with the authorities. This letter was sent by some evil-disposed member of the force.

609. Having regard to your general knowledge of married men, and not so isolated case like that of the delicate constable with pulmonary disease do you consider there is a great necessity for some allowance being made for lodgings?—I believe there is; and if you were at parade, you would nearly select every one of the married men.

610. How?—From their appearance—they are not so well fed as the single men.

611. *Mr. Holmes.*—Do not you think it would be very injudicious for the State to encourage early and independent marriages?—The men have permission to marry.

612. But I put an abstract question: do you not think it would be injudicious of the State to encourage men to marry without sufficient means?—It would take a political economist to answer that. My idea is that a proper home should be made in the force for a man. The Constabulary authorities permit men to marry at a certain service; and I say they have a right to give them the means of supporting their families comfortably and respectably.

613. Is not the fact that there is a limit prescribed within which a man may not marry a proof that it was felt that there should be some restriction upon marriage?—I do not know whether it is a matter of State policy or not, or whether the Constabulary authorities did it. Marriage was restricted in the force formerly, but the authorities had to widen the regulation, as a great many other things have been widened, and as they will have to widen more. Formerly, men could not get married at all, and the consequence was that they were getting married privately.

614. Do you not think that if a lodging allowance were made to married men the direct result would be an increase in the number of marriages?—I dare say it would, but not to any great extent.

615. In Belfast do men as a rule marry immediately after the limit of seven years has passed?—They do not. Some men may, but as a rule they do not.

616. Do you think if they knew they would get a lodging allowance on getting married that that would induce them to marry?—I dare say very slightly. No man would get married for 8*l.* or 10*l.* a year. It may enable a man to live more comfortably, but it would not encourage him to get married.

617. Do not you think a great number of men would regard the lodging allowance not as a lodging allowance, but as additional pay, and would say they were in a better position than they had been in to marry?—That is what we are looking for to place us in a better position. In the military service there are these non-commissioned officers in every regiment who get 2*s.* a day when not accommodated in barracks. When in barracks they have barracks furniture, bedding, fuel, light, and water. I am accommodated in barracks, and I have nothing but a sort of accommodation.

618. I believe it is the case that only 8 per cent. of the strength of a regiment are allowed to marry, and there is no limit of time, as in the case of the constabulary?—I take it to be so.

619. Assuming that I am right that only 8 per cent. of the strength of a regiment are permitted to marry, are you not positively in a better position, because you are allowed to marry after a period of seven years, and a very much larger percentage than 8 per cent. are accommodated in barracks?—Soldiers do not serve seven years now, they only serve six years, and if you take 8 per cent. of the strength of a regiment you would have nearly half the staff married.

620. *Mr. Harrod.*—Eight per cent. of the present strength of the regiment can be married with leave?—They are all gone at six years' service. They enlist

as boys, and are gone at 25 or 26 years of age, and very few marry at all, while you have nearly the entire of the strength of those who remain permanently twenty-one years married.

621. *Mr. Holmes.*—Which would you prefer, to have lodging allowance, or to be accommodated in barracks?—Take the force as a whole, that is every country station you should have accommodation for two married men in barracks. Lodgings could be attached to the barracks, which would not cost more than 10*l.*

622. *Mr. Harrod.*—Then your idea is that it would be more desirable to have barracks to which accommodation for two married men would be attached than to give men a lodging allowance at country stations?—I believe there should be accommodation for two or three married families at every country station to prevent married men paying for lodgings in the town, which might be beside the barracks, and could be provided at a cost, say, of 10*l.* a year, as an increased rent to the landlord for erecting the accommodation. Then the men would be always at their station when wanted. But that would scarcely be feasible in towns.

623-24. *Mr. Holmes.*—You just instanced a case of a married man who was so poor that his rent bill was only 8*s.* a month; is not the moral to be drawn from that case this, that it is very undesirable that men should marry without having sufficient means to marry on?—It is hard to say what would be sufficient means. I could not tell what would be sufficient means. Men will marry that have no means at all, or the population would not be increasing as much as it is. I have a very favourable comparison drawn between England and France in that respect.

625. *Chairman.*—I should like to know, is this a matter on which the men feel very strongly or not, as there are things on which the men feel less strongly than on others?—I am speaking my conviction that it is a matter of vital necessity for the married men. They are not able to live on their pay. There is a real necessity for this.

626. *Mr. Harrod.*—As to promotion, with which your Memorial deals, the men complain that at present promotion up to the rank of constable is by competition?—Yes.

627. And that in different counties different methods of selection prevail?—Yes.

628. If in a fortunate county a constable may obtain the head constableness which goes in the force, and not by election, at a much shorter service than in others?—Yes; that depends on when he was first promoted.

629. Have you considered individually, or on behalf of the men, any method by which the difficulties alleged by them might be obviated?—I have. It is one of those things that do not require a great deal of consideration from a man of experience.

630. At present, I believe, a man is promoted by being placed on the promotion list of the sub-inspector of the district?—He is.

631. His name is transferred from that promotion list to the list of the county inspector?—It is.

632. The names of the men on all the sub-inspectors' lists are put on one list by the county inspector?—Yes.

633. And he arranges them, regardless of the order in which they appeared on the sub-inspectors' list?—Yes.

634. Of course, the men are really promoted in the order in which they appear on the county inspector's list?—I believe so.

635. The recommendation lies with the sub-inspector in the first instance, but the final decision as to who shall receive a certain vacancy really rests with the county inspector?—It does virtually.

636. Because the recommendation he makes to the Inspector-General is nearly always acted on?—Except where there are a great many unfavourable records; but generally the county inspector has the preponderance in his hands.

637. I believe also in some counties there is a large

proportion of constables to men than in others?—I believe that is exactly the proportion of constables to men in one in five, except in Belfast, where it appears to be one to eight or nine.

638. There would be fewer vacancies arising in the town of Belfast for the higher rank in promotion?—Consequently, a man in Belfast cannot hope to attain to the rank of acting constable till he has sixteen years' service, not to the rank of constable till he has nineteen to twenty, and at the present rate of promotion he can never expect to become head constable. On making inquiries on the subject I could ascertain that only one man has been appointed to the rank of head constable since the formation of the force in 1845.

639. I believe that promotion to the rank of head constable goes in the force, and is irrespective of the particular place where a man may be stationed?—Yes.

640. But the difficulty in the way of Belfast men is that they are so long attaining the rank of constable, it precludes nearly the possibility of their being called up for the superior rank?—Only one man has been appointed from Belfast since the formation of the force in 1845.

641. There is no fixed period of service at which a man shall be recommended for promotion?—No fixed period.

642. That is at the discretion of the sub-inspector and the county inspector?—Yes.

643. There is, I believe, a qualifying examination?—There is.

644. There is also the consideration of energy and activity as a policeman, and the absence of unfavourable records?—These are the general principles on which men are selected for promotion.

645. With the best efforts and intentions on the part of everyone, there is bound to be rather a severe contest sometimes between two candidates of different classes that may be near to each other?—Certainly; I have the list of the men promoted for the last six months, and their names and numbers.

646. To what class are they promoted?—Acting constables. The first I take is Adanson, in Leitrim, No. 28,900.

647. What service does that indicate?—That would be about sixteen or nineteen years' service. The next name is in Clara, and the No. is 34,090, being six years of a difference.

648. That is, without knowing any of the circumstances connected with those two men, you give two instances in which one man is an acting constable at six years' shorter service than the other?—Yes, and I also find a man, No. 40,809, promoted, that is at eight years' service.

649. Knowing the methods by which promotion is at present carried out, what do you suggest as a remedy?—I would suggest that that general promotion list should be done away with completely.

650. Do you mean the county inspector's list?—The county inspector's list, and that those should be substituted for it the usual list containing the men's service, and that promotion should depend, first, on a man's service; secondly, on his fitness; and, thirdly, on his character.

651. Who would keep that list?—The list to be kept by the county inspector, and a general list should be kept at head-quarters.

652. You say you would substitute for the county inspector's list a list containing men's names and service?—Yes.

653. You refer then to the general register?—The general register of the county force; but I would spread the propositions. The promotions should be spread through the entire force, or, if that were too cumbersome and expensive, they should be through provinces and not confined to counties.

654. But would you also do away with the recommendation of the sub-inspector and his list?—I would not do away with his recommendation, but I cannot see why he should object to this.

655. Mr. Heffernan.—You would give the preference to seniority?—I would in a general way.

656. Mr. Harrel.—Your principle would be that, if practicable, you would have the general register of the force here suggested upon each promotion, and then you would give the step in the force to the senior man, provided his character and conduct were found to be satisfactory?—Yes, if he were eligible in other respects as regards character and fitness.

657. But would it be practicable with such a number of men to fill the promotions, and in each case to send an inquiry with regard to the senior men when the occasion of promotion arose?—I think it would. Inquiry could be made about a man, and he should be examined.

658. Then you would not suggest any preliminary selection?—I would not. That would reduce the time at which a man would be promoted to a certainty, and he would be preparing for it. Now, however, it is all uncertainty.

659. Once being passed over, in any form or shape, you would not go back?—I would go back at any time the man was qualified. That would be a very unfair principle otherwise. A man not qualified this year might be very well qualified to pass in acting constable or constable two years hence.

660. Mr. Heffernan.—As I understand, you recommend this system of promotion to go by provinces, if too cumbersome to be adopted for the whole country; and that the senior sub-constable should be promoted to the rank of acting constable in the absence of inefficiency or bad character?—Decidedly so; and, further, I would give him an appeal to some board of officers if he were passed over.

661. Chairman.—May I ask whether anything like this would meet your views: that it should be competent for a man to go before a board of officers at a certain stage in his career, and let them report whether he was fit for any promotion that might turn up for him, and if they did not report him unfit, that he should be entitled to it?—He might not be fit in a literary way.

662. I am not talking of that at all, but his marks as to general character, his health, and fitness; and unless they found something against him, the mere fact of seniority should entitle him to promotion?—The mere fact of his seniority should entitle him to promotion unless there were objections, and if there were let him go before the Board. It would be time enough to go before the Board when he was objected to. I am speaking of the general promotion list.

663. Mr. Harrel.—Would you apply the same principle to promotion from acting constable to constable?—I would. The senior should get the step.

664. And from constable to head constable?—The very same.

665. The next thing is what is called the select list. What qualifications entitle a man to a place upon the select list?—Three years a constable and not in charge of a station, or two years a constable in charge of a station, and passing an examination before the Civil Service Commissioners.

666. That is, coming up to a certain qualification before the Civil Service Commissioners?—Yes.

667. That select list is confined to constables alone?—Yes.

668. And applies alone to the promotion of constables to the rank of head constables?—Yes.

669. The ordinary system of promotion from the rank of constable to the rank of head constable is by seniority?—By seniority, and the recommendation of a man by his officer.

670. And his general conduct in the force?—Yes.

671. But the constable so promoted must be recommended by his officer?—Yes. There is a period of service at which constables are promoted. They must have eleven years' service before it comes to their turn; whereas a constable appointed from the select list need have only two or three years' service—two if in charge of a station, and three as a constable.

672. Have you done now with the select list?—I would continue the select list, but would restrict it very much. Those on it are getting every alternate

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promotions, and I would not give them more than one-tenth. It would be unfair to prevent education and talent coming to the front.

873. You would not do away completely with the select list, but you would make it less of an influence, and decrease the number of vacancies given?—I would restrict it in two ways—by service, so as to prevent favoritism.

874. The only restriction at present is as to having served so long as constable?—Yes, and passing an examination. We have one man in which a man became a head constable on nine years' service by the select list.

875. That is a long time?—But the usual time for working men is twenty-three or twenty-four years' service.

876. The general conclusion from your evidence is, that you would be in favour of restricting the number of constables to be examined as select list men, and also to place an absolute service upon them before being examined at all?—I would restrict them by rank and service.

877. What proportion would you say?—They are getting every alternate vacancy; I think if they got one-fourth it would be enough for them.

878. And what service?—That would depend upon the service at which the men from the ordinary list were getting it. I would give it to them at two years less than the others.

879. The ordinary list do not get head constabularies before twenty years' service?—Very few are appointed at twenty years. If any scheme were adopted, they would be getting it two or three years sooner than now.

880. What is the next scheme of promotion?—The clerk's list.

881. You refer to the county inspector's clerk?—I do.

882. There is a regulation which provides that a sub-constable must have a certain service before he becomes a clerk?—That regulation has been done away with. I think a man can become a clerk now at any service.

883. Chairman.—Do you mean that it is practically avoided?—No; but there are new regulations.

884. Mr. Harrel.—After a certain service as clerk, what advantage does that man gain?—It gives him a claim for promotion to the rank of head constable.

885. He must first become a constable?—He must.

886. Does not he obtain the rank of constable in the ordinary way of promotion?—He does not.

887. Is there any special rule?—There is no special rule, except the fact that being in the county inspector's office will get him promotion.

888. There is no special regulation which makes him become constable at an earlier period than other men?—He gets it at the expense of other men.

889. As a matter of experience, he gets it much more quickly than other men?—Yes.

890. How does that advance him to head constable?—When he has sixteen years' service in the force—that is, as a clerk and then as a constable—he is eligible for promotion to the rank of head constable. He has a claim to the rank of constable.

891. And the result is, he is appointed about five years sooner than another man could hope to be?—It is; and further, the result is, that all promotion to the rank of sub-inspector goes to the clerks.

892. Mr. Holmes.—How many clerks has each county inspector?—Two.

893. Mr. Harrel.—As a rule, the county inspectors have one clerk, and, in some places, an assistant?—In some places they have five, and they are all promoted.

894. The result of early promotion to the rank of head constable gives a man a reasonable chance of becoming a sub-inspector?—It does. I have a list of the third-class sub-inspectors before me, and I find that of twelve men appointed from the ranks, eight have been clerks.

895. Mr. Holmes.—A county inspector's clerk is confined to office work, and does not take part in the

active duties of the force?—No. Generally, he is the hardest-worked man in the county, and he is not paid.

896. Are all his duties office duties?—He is generally the hardest-worked man in the county, and he gets nothing for it, but then he is promoted at the expense of other men. My idea is, that where a man is appointed county inspector's clerk, he should get a special allowance for it, and I would place him on the same footing, as regards promotion, with the select list men. I believe myself that where the county inspector's clerk is a sober, honest man, as better promotion could be made from the ranks.

897. Mr. Harrel.—As in the case of the select list men, I believe only a certain proportion of vacancies to head constabularies are given to county inspectors' clerks?—They get their promotion as soon as they are eligible. I never saw one of them put back yet.

898. Mr. Holmes.—In your opinion, the county inspectors' clerks ought to be remunerated for their work as clerks, and not by the efficiency of being promoted?—Certainly; and I believe that they ought to be largely remunerated.

899. Mr. Harrel.—The next class of promotion we come to is that of men from what is called the special list?—The special list.

900. Obtaining a place on the special list depends upon the acquisition by the individual of a number of what are called "favourable records"?—Yes, for good police duties.

901. That is for the display of exceptional intelligence and tact in the discharge of duty?—Yes. These favourable records entitle a man to a place on the list.

902. What is the general opinion prevailing with regard to that list?—That list has become almost obsolete. There have been only two or three promotions from it. The records could not be obtained at headquarters. A great many men were promoted from it, causing them to be active in dealing with crime and offenders, but there is nothing now from it except a monetary reward.

903. And no importance need be attached to it except the monetary reward?—Except it was revived. The feeling of the force was in its favour. It has become obsolete for some years; and, of course, the special list becoming obsolete threw the working men more into the shade.

904. Mr. Holmes.—You regret that the special list has become obsolete?—I believe it gave the working man an opportunity of getting promotion from it. It gave the working men the same opportunity as the select list men, who sit down and learn the length of rivers and the names of places.

905. Chairman.—Now we come to the next thing in the Memoranda—the exclusion of the men from sharing the higher position in the force. Will you tell me what the present rules are with reference to the promotion of men to the rank of sub-inspector and the proportion of vacancies occurring, if any are reserved for the men?—I do not know if any are. That is regulated from headquarters, I believe.

906. Tell me under what conditions a man may be appointed sub-inspector?—If recommended by his superior—the sub-inspector and the county inspector—and provided he is not over 48 years of age.

907. He must be a head constable?—He must.

908. Must he undergo any examination?—Yes; he is examined here.

909. Has he to compete with others, or is it merely an examination showing that he possesses a certain amount of knowledge?—He has to compete with other head constables.

910. A competition with other head constables selected to enjoy the opportunity of the competition, or with clerks?—No, with other head constables.

911. Can you say from your recollection what proportion practically of the appointments of sub-inspector are given in that way?—There have been forty-two appointed since the 1st March, 1880, and of these twelve have been from the ranks. There were six or eight appointed together.

912. That was on an occasion when it was desired

to increase the number of officers from the ranks?—It was. That was last January. For years there was no promotion at all from the ranks.

713. *Mr. Holmes*.—How came it that there have been so many appointed since the 1st March, 1899?—I do not know. My private opinion is, that there were a great many outrages occurring in certain parts of the country, and the Government considered the head constables would be better able to deal with them than others. There were men to be appointed from the ranks and sent to those districts. Six or seven were appointed, and then they stopped.

714. *Mr. Harrel*.—You are aware that the number of sub-inspectors was reduced and the districts were enlarged?—I am.

715. And that about two years ago the state of the country became so disturbed it was found necessary to reorganize the districts again, and appoint a larger number of sub-inspectors?—Yes.

716. *Chairman*.—Eight were appointed in one batch very nearly at the same time?—Yes.

717. I understand from you the belief in the force is, that the reason so many were appointed on this occasion together was because it was thought head constables would be more efficient in dealing with the increased amount of crime and outrage in certain disturbed districts than the sub-inspectors who had been cadets?—I heard that reason assigned.

718. Is there a general wish in the force that the number of officers taken from the ranks should be increased?—The general belief among the members of the force is, that all promotions should be from the ranks. We say we have no competent men in the force as in the Dublin metropolitan police or the London police, in which all the officers are taken from the ranks.

719. When you talk of promotion, do you merely talk of promotion to the rank of sub-inspector, or do you think the rank of deputy inspector should be filled in the same way from the body of the force?—I certainly say the deputy inspectors should be taken from the sub-inspectors.

720. Has this matter long been agitated and spoken of in the force?—It has been always spoken of during my recollection. The feeling of the force is that they are entitled to the promotions.

721. Are we to take it the feeling of the force at the present day is as it has been a considerable time past, or is there more feeling on the subject at the present day?—The feeling is greater at present. Men are taking greater interest in their situations at present. They are trying to advance themselves, as this inquiry will show from the present agitation throughout the force.

722. Do you think that, as a rule, the young men entering at the present day are better educated (I am not talking of mere literary and scientific knowledge) than the average men of past times?—I believe they are, and besides that, they are studying in their barracks, which they used not to do formerly, and some attend evening schools.

723. All those things increase their desire to obtain promotion?—Of course, and it would cause them to remain in the force.

724. It is stated in the Memorial that promotion would stimulate the energies of the force, and tend to increase the general efficiency of the body?—It would; I did not know that was in the Memorial.

725. Do you think, is it the experience that men promoted from the force are so effective to command others as those who have entered as cadets?—I think they would, and would exercise it more widely.

726. In point of fact, have the men now holding the position of sub-inspector, and coming from the ranks, adequate authority over the men, just like the other officers?—I believe they have more authority, because they understand the wants and wishes of the men more than the other officers do. There are two ways of exercising influence. One is, by understanding what the persons with whom we have to

deal require, and trying to meet those requirements according to the differences of position. The other is by trying to keep them down in another way not so kind. There is no doubt there is one class of officers in our force that was scarcely ever fit for it at all from their position in society. I always considered them above it, and nothing could be nicer than that class towards the men. There was another class not at all so nice towards us.

727. Do you mean a class not so select as the high class of which you speak?—Not so select; but that select class was never fit for the position of sub-inspector, as being above it altogether from their position in society.

728. Have you served under sub-inspectors, or under any sub-inspector who had risen from the ranks?—I have never served under one of them, but I have served in the same counties, and know them thoroughly.

729. Of course, we know that the sub-inspectors are brought into contact with the magistracy in the discharge of their duty. You are aware of that?—I am.

730. Have you found that the sub-inspectors taken from the ranks were looked upon with respect by the magistrates of the county, and were able to discharge the duties which brought them into contact with them?—There is a very high class of gentry in the South Riding of Tipperary, and I believe that no sub-inspector serving there was admitted into higher society than a sub-inspector who rose from the ranks—namely, Mr. McLoughlin. The Earl of Beshborough and the Marquis of Waterford were close friends of his.

731. Supposing any scheme were adopted for promoting men from the ranks, would you think it should be a scheme of competitive examination between men from the ranks, or would you prefer that their general character, their service and fitness should be the test?—Their service and fitness. There would be no use at present in requiring a very high literary test. No doubt there are some head constables very intelligent men, and very fair English scholars; but in my opinion a great amount of education is not required in a police officer at all.

732. As to the state of education in the force at present, I think you told me it had improved?—It has improved, and the men are improving themselves; and if positions were placed within their reach they would study to improve themselves more. I would like to see a man fitting himself step by step for the positions of acting constable, constable, head constable, and sub-inspector. Perhaps if there is to be a change the rank of sub-inspector might be largely disseminated in the force. I do not think they have better material in the Dublin metropolitan police for officers than in our force.

733. Have you thought out any detailed scheme for promotion to the position of sub-inspector from the ranks?—Except by service, and by passing through the ordinary grades. I would prefer a county inspector's clerk to be appointed a sub-inspector at a certain service; because I do not know any one who would be more fitted for the position, if a careful, respectable man.

734. *Mr. Harrel*.—Then a scheme of promotion has not entered into your consideration other than by the ordinary grades and step by step?—It has not.

735. Do not you think it desirable that promotion to the rank of sub-inspector should be attainable by a man within reasonable limits of service and at a fair age?—I am supposing that. Of course that would be one of the requirements.

736. Do you think that your suggestions already made on the subject of promotion up to the rank of head constable, and which are mainly promotions by seniority, would, if generally carried out, admit of a man's getting a chance of sub-inspectorship at a tolerably early age?—Yes; and some of these are arriving at it at present.

737. Yes; but that is by special list and county

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Constable
John Claffie,
—
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Head
Constable
John Chalk.

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inspectors' clerks?—Yes; and by the ordinary list. If they had all the vacancies there would be a greater flow of promotion.

738. Did I understand you to say that the head constables and those selected to compete should continue to compete for the sub-inspectorships, or that the selected men should come up to a selected qualification, and that should pass them?—Of course, there should be a selected qualification for that rank, and if a man considered he came up to it, he ought to be allowed to compete.

739. But if he competes some one must fail. Is it to compete with others, or would you suggest a standard, and every man who comes up to that should pass?—I would have a Promotion Board. I understand that to bring five men up for one vacancy, four must fail. I would have promotion for service, fitness, and character.

740. And every one of the promotions as head constables' promotions are at present carried out, by coming up to a certain standard as regards examination, and also being approved by a Board of Officers?—There should be a Promotion Board. I do not know whether it should be composed of officers or not. It is hard to accept for some promotions in our Board.

741. Mr. Holmes.—If your plan of promotion were carried out, you would not wish to be offered by a class superior to the men in social position?—I would wish to be offered by the highest class in the country. I do not object to that.

742. But if your plan of promotion were carried out, would not it have the effect of having the police offered by men promoted from themselves?—Certainly.

743. That comes to what I say, that you object to being offered by a class superior in social position to the men themselves?—I do not; but I object to giving the promotion we consider ourselves entitled to to another class.

744. If you are only to be offered by yourselves, it practically excludes the higher social class?—It certainly does.

745. And would not another effect of your plan be practically to exclude young and active men from the position of officer, because a man would reach forty years of age, as a rule, before he would become a sub-inspector?—That is so; but he would be twenty years earning that position.

746. Chairman.—Are you aware that schemes are adopted in other forces where promotion to the position of officer comes from the ranks by which men attain the position before forty years of age?—I do not know what the scheme is; but I know there is promotion from the ranks in the Dublin metropolitan police.

747. Can you tell us what objection there is to the present constitution and practice of Courts of Inquiry to which your Memorial refers?—Of Courts of Inquiry I know very little; but the wish is that the officers composing the Court should be sworn, and that no officer serving in the county in which a man is charged should be of the Court. Others go so far as to say that officers should be specially detailed from head-quarters to hold Courts of Inquiry—say, four or six officers.

748. Do you know whether those expressions on the part of the men are the result of any cases in which they consider the Courts of Inquiry failed to do justice, or is it only as a matter of precaution?—I cannot answer that distinctly; I do not know within my own knowledge of any hardships that have resulted.

749. Have you heard men say that hardships did result?—I have frequently.

750. But possibly these were the men who were the subject of the Courts of Inquiry. Is that impression general in the force?—It is the impression generally in the force that officers should be sworn, and that local officers should not take part.

751. Is it the impression in the force that that is necessary, because hardships are done to men at Courts

of Inquiry?—It arises from that. They also say they ought to be allowed to defend themselves at the Courts of Inquiry the same as in the Courts of Law.

752. Do you mean to be represented by a solicitor?—They are represented with the consent of the officers composing the Court, but the solicitor is not allowed to ask any question. He can only instruct the accused as to a Court-martial. The men say he ought to be allowed to examine and cross-examine witnesses and address the Court.

753. Mr. Holmes.—In what cases are those Courts of Inquiry held?—Whenever any serious charge is preferred and denied.

754. When a charge is made and the accused denies it there is a Court of Inquiry?—He would be punished otherwise. The county inspector charges a man, and he is punished unless he denies the charge.

755. Chairman.—Does the county inspector do that without ordering a Court of Inquiry?—It has been done frequently.

756. Has the county inspector power, or is it an abuse?—The county inspectors maintain they have the power; but, in my opinion, I could never see what power they have. I do not see why I should be punished unless I admit an offence, or it is proved against me.

757. Mr. Harrel.—I believe that the officer of the district to which the man who is charged belongs is never president or even member of the Court?—He is not.

758. But that the Court is generally composed of officers belonging to the same county?—Yes.

759. All the evidence is taken down in writing?—It is.

760. The Court does not give a decision, but merely makes a recommendation?—It finds a man guilty or not.

761. But until approved of and endorsed by the Inspector-General, that finding has no effect?—It regulates the punishment.

762. Until approved of or endorsed by the Inspector-General, that finding of the officers has no effect. Is not that so?—I do not know that.

763. Chairman.—The next matter is that power be given to constables in charge of stations to grant eight hours' leave of absence in plain clothes, the eight hours terminating at 11 o'clock p.m., and that the roll be called all the year round at 10 o'clock a.m. The men say they feel aggrieved at the present system in which, during the winter months, they are locked up at 9 o'clock a.m. I think that ought to be conceded. I can give a man four hours' leave, but I cannot give myself a moment.

764. Mr. Harrel.—That must be in uniform?—It is so held in Belfast, but I never heard it anywhere else before.

765. Chairman.—Will you be kind enough to explain the mode in which, under the present regulations, if you have a grievance, you seek redress?—I must submit a statement to my officer about it; but it is very risky to prefer any grievance in the police force; I must be well satisfied it is a grievance, or one that does not compensate me.

766. What does the risk of seeking the redress of a grievance, according to the present regulations, consist in?—I am not giving my own opinion in this matter, for this reason, that I could scarcely give my own individual opinion, as I have never got into any complications inside the force.

767. We understand you are not speaking of anything affecting yourself?—It is felt by the force generally that if they make complaints, even though they are well-founded, against men placed over them, they are punished one way or another for it afterwards. I cannot say such is the case, but I have often heard it. I do not recollect now that any case of the sort has come under my observation, but that is the feeling and belief of the force, and I would go so far as to say that likely there is some truth in it. I know I would myself hear a good deal before I would bring charges against anyone placed over me. Except in

one or two instances, I was so fortunate as to be placed under officers I have referred to in my evidence already.

768. What means for the redress of grievances do you think ought to be granted to the force in addition to, or in substitution for, those they have at present?—I do not know what is meant by that in the Metropolis; but I suppose immunity from punishment for putting forward a grievance.

770. *Mr. Holmes*.—Do you mean putting forward your grievances through the public press?—I do not know that; I do not know what is meant by that; I would say the proper channel, whatever that may be.

771. That is the same mode of seeking the redress of grievances as that adopted by other Civil Servants of the Crown. Do you know what that is?—I do not.

772. But you do not mean that the force should have the right of putting forward their grievances through the press?—I do not know what that means; but I believe we should have all legal rights of seeking redress, and we should not be deprived of any rights but what the statute law deprives us of. These rights are very few for policemen. I do not know what that refers to except to prevent men from assembling. There is one matter that is considered a very great hardship and a very great grievance, and which I know myself in—

that is, where the senior is held responsible in certain cases for offences by juniors. For instance, two men go out on duty from a country station into town. They are bound not to separate whilst they are there. One of them might want to go to one place and the other to another. The junior might get drunk, and the senior, even though he might be a testifier, might be punished for that. Again, in Belfast the men go on beat duty at night, one at each side of the street, which might be 30 yards wide. It is easy for a man to have a drink in his pocket and get drunk, and yet the senior is held responsible and liable to punishment. I had a case of it last month. An acting constable and a sub-constable were on night duty. The sub-constable was sober at half-past 12. The head constable saw him then, and the constable at half-past 1, and he was sober. He got drunk at all events. I had to frame a charge against the acting constable in accordance with the regulations of the force for allowing the sub-constable to get drunk on duty. At the same time, I advised him to deny the charge. I told the Inspector-General that there were no means of proving it, except the fact of the junior being found drunk, and that I knew the acting constable was a testifier, and did not contribute to it in any way. The Inspector-General desired that he should exercise greater caution in future. At the same time, the case shows that the acting constable ran a risk.

Head
Constable
John Challa.
—
28 Aug. 1882.

[The Committee adjourned to next day.]

THIRD DAY.—30TH AUGUST, 1882.

Present:

The CHAIRMAN, MR. HOLMES, and MR. HARREL.

Sub-constable PATRICK McMAHON, examined.

773. *Chairman*.—You are a sub-constable of the Royal Irish Constabulary stationed in Belfast?—Yes.

774. And you have been selected by the sub-constables there to represent them at this inquiry?—Yes.

775. How long have you been in the force?—Eight years and two months.

776. What is your age?—Between 27 and 28.

777. How long have you been stationed in Belfast?—Seven years and seven months.

778. Head Constable Challa, of Belfast, has given us various reasons why the men whom he represents seek an increase of pay. Will you be kind enough to state the reasons which you wish to put forward?—We base our claim to an increase of pay on the inadequacy of our pay as compared with that of other police forces; for instance, the Lancaster police force, in which a first-class constable has 30s. 6d.; a second-class has 28s. 2d.; a third-class, 26s.; a fourth, 24s. 10d.; and a fifth, 23s. 6d.

779. These are the weekly rates of pay?—Yes. There is also in that force a merit class of three grades, the highest of which has 30s. 11d. per week; the next, 30s. 4d.; and the lowest, 29s. 2d. These are for constables who are of the same rank as the sub-constable of the Royal Irish Constabulary.

780. Have you made any inquiry in reference to the deductions from their rates of pay, or the allowances they receive apart from pay, or the provisions they are subject to in respect of clothing?—I know that they are provided with the uniform free of expense.

781. But you cannot speak with certainty either as to allowances or deductions?—I can speak with certainty that they have a certain allowance for boot money, and this is generally the case with all the police forces in England.

782. Is there any other comparison you wish to make?—In the police force of the borough of Leeds there are three grades of constables corresponding to the sub-constables of the Royal Irish Constabulary. The lowest grade has 24s. per week; the second-class, 25s. per week; and the first-class, 26s. per week. There is also a good-conduct class in the same rank, divided into three grades, of which the lowest has 27s.; the next in order, 27s. 7d.; and the first, 28s. 2d. In the grade of constable the detectives have 31s. 3d. per week and 32s. 2d. per week, two grades corresponding to our sub-constables.

783. In your service is there any additional pay like that payable to persons discharging detective duty?—There is an allowance, which they complain of as inadequate for the requirements of clothing, 5s. a-year. That allowance is given only to a certain number of men, not anything like the proportion of men employed on plain clothes duty and wearing plain clothes.

784. Have you now finished the comparisons?—No; I have more.

785. From what source do you state these figures?—A Report by the inspectors of police throughout the English counties and boroughs, ordered by the House of Commons to be printed, March 8, 1882.

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788. It will serve our purpose if you refer us to that Parliamentary Paper for each place, unless in any particular place there is some peculiar circumstance or consideration you wish to bring under our notice?—Yes, I understand; on the matter of pay it will serve the purpose of the Committee to refer to this Report.

787. Mr. Harrell.—State the particular forces you wish to refer to as contained in that book, and we will note them. What other force do you refer to?—The London police.

786. Chairman.—Any other?—No.

783. You say a contract being made with these forces, you are not as well paid as they are?—Yes.

794. We shall get what information we can from that Blue Book as to the rates of pay, and seek further information with regard to the other conditions of the force as to deductions, allowances, lodging-money, and so on, and then we will be able to form an opinion as to the strength of your case on that point?—The comparison is one of the grounds only.

791. Mr. Harrell.—Does that finish the comparison with other forces?—It does not altogether. I believe the hardship and the danger to life and limb which the Royal Irish Constabulary are subject to are unknown to those other forces.

792. Chairman.—I presume you mean by that that they have duties which are practically of a different and more dangerous character to discharge than those other forces?—Yes; speaking generally over Ireland, or speaking from my own knowledge of Belfast.

788. Confining yourself to the place you represent, namely, Belfast, is there anything in Belfast besides those party differences and conflicts that arise there which makes the service of a constable in Belfast more dangerous than the service of a constable in England?—Except the long hours on night duty. Of course, the party differences are a great source of trouble and danger. Scarcely a few weeks that a policeman is not injured seriously and carried to hospital. I saw them going three and four of an evening.

784. Do you wish to add anything else on the subject of comparison?—I do. I do not consider we are as well paid as artisans and tradesmen.

793. I presume what you mean is to confirm what Head Constable Clarke said on that matter?—I do, and I wish to add that an artisan or tradesman has this advantage over us—he can increase his wages by his own industry, by exertion, and by speculation, which we are totally unable to do.

795. Is there anything else on the subject of increase of pay which you wish to add to Head Constable Clarke's evidence?—We must depend solely on what we get from the Government. We cannot get anything through our own industry, if we possess such a thing, as we undoubtedly do.

787. Anything besides?—There is an allowance given for fuel and light in the barracks, which is no way proportionate to the expenses connected therewith.

799. The allowance given in the barracks is not for cooking but for the guard room?—Yes; but it does not meet anything proportionate to the amount expended.

798. Do you mean that it is not adequate for the purposes of the guard room?—It is not, as a matter of fact, adequate for the guard room, but I mean generally for the barracks.

800. You say the allowance is not sufficient, at any rate, for the purposes of the guard room?—It is not.

801. In addition to that, do you say that you ought to have a fuel allowance for purposes besides the guard room?—I believe this Committee will be likely to come to the conclusion that as there was an allowance for fuel and light we should not be put to any expense, and I mean to say that what is allowed is not anything in proportion to what is expended in the barracks.

802. Including what is expended for cooking?—Yes.

803. Take, for instance, the barracks to which you belong, what is the allowance there?—It is 12s. per month during the summer months, and 15s. per month during the winter months.

804. Do you think an addition should be made to that allowance, and, if so, what addition?—I think there should. As a matter of fact, in winter we often use three tons of coal in the month, and that would amount to 24. 8s.

805. In the winter six months?—Yes.

806. You are that for the barracks room purposes and also for cooking?—Yes. There is only 12s. of that expenditure covered by the allowance.

807. Then you claim that you are entitled to have fuel provided for the cooking of your food?—Yes.

808. Pass to the next topic, please?—I do not believe Head Constable Clarke altogether cleared up the general expenditure to my satisfaction. He is a married man, and does not know.

809. Make what corrections you think right?—I put down the general men at 11. 17s. per month. That includes tea in the morning, the dinner, and tea in the evening. Then we have to pay the barracks servants, we have to pay for water and light; the general incidental expenses of the barracks I put down at 11. 17s. It may vary a little from 11. 16s. to 11. 17s. per month. I put down the bread account monthly at 8s. for each man. You would give 2d. for a loaf that any ordinary man would eat at noon, and that would be 10s. in the month, so that I am under the average. The washing I put down at 5s. For boots, I put down 6s. per month; for lambs, linen, socks, &c., 5s. per month. Most of us smoke, and I put down 4s. for tobacco and pipes.

810. But do you not regard smoking as a luxury?—I do; but I wish to show this expenditure as what makes a man a good policeman physically.

811. You include smoking?—I have no anxiety that smoking should result in. But the water is very bad in Belfast, and after dinner it is very necessary to have a pint of porter. I put down that at 2s. per day, that is, 6s. per month. Butter and eggs I put down at 8s. 4d. per month. Eggs are very dear now. Incidental expenses I set down at 5s. The whole of that amounts to 41. 12s. 4d. per month.

812. That is the year amounts to 555. 2s. 1d.—Yes; being over the gross pay of a man of over four years' service, and that gross pay is unless 1½ per cent, which goes to some fund. We believe, too, that we should be regarded in an exceptional light as other police forces; because we have more Acts of Parliament to study, and our acts are more minutely criticised than other men's. The hostility of people generally towards us makes our situation more onerous and onerous, and we feel this, and regard it as an exceptional circumstance, while we are willing to do our duty well and faithfully, and we all like to be policemen. Besides, the present pay is not getting the class of recruits that previously entered the force.

813. You think the class of recruits at present is not equal to the past?—Most decidedly.

814. Do they come, as they did, from the farming classes?—A great many of them come from towns now, and men that previously could not get into the force have got into it within the last few years. I have had letters from the west of Ireland, in which the men say they never had any more painful duty to do than to go and call certain of the candidates to town.

815. Is that on account of the unwillingness of the new recruits to join?—No; but it is because they are a far inferior class of men, in appearance and position.

816. Your correspondents remark the lower class that come to join the force now?—Yes, and the men serving in the locality where those men come from were pointed at with scorn. A lad recognized as a "corner boy" is pointed at as a member of the force.

817. On the whole, you think that the recruits now have a tendency to come from an inferior class?—Most undoubtedly they have; and it is lowering the position of the police very much in our estimation.

818. Your argument is, that in order to secure a class as good as formerly the pay should be increased?—Yes. Another argument is that if a man leaves the force and goes to Canada, Queensland, or any other

part of the British dominions, bringing his character with him, he is resolved with open arms.

819. How is that an argument for an increase of pay?—As regards the public benefit. To retain a comfortable class of men in the force, and keep up the spirit that hitherto existed, it is necessary to raise the standard of pay to a certain height. Letters coming from those men testify to the fact that, except our position is raised from what it is at present, we would not be studying our own interests by remaining in the force while such facilities are open to us. As a matter of fact, I had my resignation in for a fortnight, intending to go to Queensland with a view of bettering my position, but I was induced to withdraw it by my commander telling me my position would be bettered by the Committee I have the honour to appear before now.

820. Have you anything else to say connected with pay?—In the English police force, the highest pay a man can ever receive in the rank in which he is serving is given to him, generally, at about nine years' service. I am of opinion, speaking for the men, that if a man is a good policeman at nine years' service in our force he would never be a good one; and noting on that, the highest pay given to a man in the ranks should be given at that service. That is all I have to say on the point.

821. Mr. Holmes.—Putting aside the question whether the present class of recruits occupy as good a social position as those of former years, is there any difficulty experienced in getting recruits?—Most undoubtably there is.

822. That is to say, they do not come in in an sufficient numbers as hitherto?—Yes; and I can give evidence of it. Hitherto a candidate for the force had to solicit the greatest interest in his neighbourhood before he could enter. His character would be tested to the extremest point, and he should be recommended by the clergy and magistrates. That is the way I got my recommendation before I joined. Now, however, the fact is, that it is on the other hand the energy is displayed. The constables at stations encourage men to join, and they are going about canvassing like recruiting sergeants for men. Hence there must be a paucity of them, or that course would not be adapted.

823. In Belfast, from what class of the population are the men recruited?—I believe that a police force formed from the men that would present themselves in Belfast would be a disgrace to the country.

824. As a matter of fact, from what class of the community do the recruits come now?—I will tell you how many of them came to present themselves lately. A placard showing the scale of pay was posted outside every barndoor, affording the people a good opportunity of seeing what the pay is. I saw several wretched-looking creatures reading it; some of them appeared to be broken-down soldiers and men for carrying parcels. As a matter of fact, I saw seven or eight going to my office, and I am not aware there was one of them successful.

825. You say they were rejected?—Yes; but it is exceptional to have any coming from Belfast.

826. Is that your experience of other parts of Ireland?—No. I speak principally of Belfast and my general knowledge of other parts of Ireland.

827. You have given us some statistics with reference to the pay of the police in England. Do you know from what class in society the police are recruited in England?—I do not. I believe that a great many of them are Irishmen, and that they are the best police in it.

828. When you say the police in Ireland have to endure greater physical hardships, and run greater risks of bodily injuries than their English brethren, you are referring to the present abnormal state of the country?—Yes, and which existed for a good time previously to this date, and is likely to exist, I am afraid. At all events, we take that into consideration now.

829. Surely, when the country is quiet—and I remember when the country was very quiet, and I hope to see it very quiet again soon—the duties of the police in country stations are very light?—I do not

think they are very light at all. They are very annoying.

830. But all duties are more or less annoying?—They are.

831. Mr. Harrel.—Have you formed an opinion, based, of course, after consideration and consultation with the other men, as to what increase to the present pay of the rank you represent would be an adequate increase?—Yes; I believe 1s. per day would satisfy them.

832. You say the members of other police forces attain to the highest pay of their grade at an earlier period of service than the Royal Irish Constabulary?—Yes.

833. Have you considered the question, or have you any suggestion to offer as regards the grades of the rank you represent, and when they should attain to the highest scale?—I am of opinion they should attain the highest scale at nine or ten years' service.

834. You spoke of the annual expenditures, according to the scale you have given for a Belfast policeman, as exceeding by something considerable the pay of a man who had attained four years' service?—Yes, by 4s. 11s. of his gross pay, or 4s. 11s. minus 1s. per cent.

835. But you did not count in that the additional allowance given to a Belfast policeman?—No.

836. And there is an additional allowance given to meet the extra cost of living in Belfast?—Yes, and the extra cost necessary to keep up the physical ability of a man doing duty in Belfast.

837. But you have detailed the extra expenditure found to be necessary?—Yes; but there are numerous things I did not include; for instance, the support of a man's clergy is no inconsiderable item. I do not believe 3s. a-year shows a man of any denomination. It is most all the collections there are.

838. The additional allowance is to meet the exceptional calls upon the men stationed in Belfast?—Yes; but it has been found utterly unfit to do that.

839. Calls which, in your opinion, are ever and beyond the calls which your brethren in the force in less conspicuous places are subject to?—Yes.

840. You spoke of the support of the clergy; and without regard to denomination in that respect, I believe the calls are heavy?—They are very heavy. It is not through a matter of complaint I mention it. We want to give cheerfully.

841. It is only that a certain liberality is expected from men in your position?—Yes; and we give to keep up the reputation of the force, even to deny ourselves things.

842. Without regard to any denomination, this falls heavily all round?—It does equally heavy.

843. The average is 3l. a-year?—I believe it is, and fixing that at the minimum also.

844. Mr. Holmes.—But surely in any station of life in Belfast you would have these calls made upon you?—Yes; but there are a great many people who do it more narrowly if they had not the reputation of a force to keep up. There are a great many men would give 2s. 6d. to a collection when serving in the police that would put them off with 6d. when out of the force. I have had conversations with members of the force of different persuasions, and we all came to the conclusion that 3l. was the yearly expenditure.

845. You compare the pay you get with the wages received by the best class of artisans. On what grounds do you compare yourselves with them?—I consider it is only a difference in intelligence between the two. The artisan applies his intelligence towards his trade, and we towards our duties.

846. Is not the salary you receive from the State perfectly certain and continuous?—Yes.

847. But that is not the case with the artisan who may be in receipt of good wages one week, and may be thrown out of employment for many weeks. I class the two together. The policeman may be an industrious man wishing to give vent to his industry, but he cannot do so; there is a clog on the industry of the policeman.

848. It was open to you to have become an artisan;

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why did you then prefer the police force?—I can tell you that very clearly. I was very young when I joined the police force, under the imaginary plan that it was a nice life.

849. Perhaps all men are not as ambitious and clever as you are?—They are generally more clever, and I am not very ambitious.

850. When you joined the force, you were aware of the rates of pay?—I was.

851. Then you joined with your eyes open?—I did, with the intention of stopping a few years in it. When I joined I understood that we had a full retiring allowance.

852. Chairman.—We will pass to the subject of pensions. You heard Head Constable Clarke's statement on the subject of pensions yesterday. Do you wish to add anything to it?—I believe the question of pensions for our force should be taken altogether from a different point of view as regards other forces.

853. Why?—The reason is this, that if a man serves in the police force in England after he has retired, he can have no better recommendation for getting in a situation to increase whatever income he is getting from the Government as pension.

854. How does that stand in Ireland?—It is directly the reverse.

855. Is that the experience of the force?—It is.

856. Why is it considered a disqualification by employers?—From the natural hostility towards policemen. It is the firm belief, rightly or wrongly, that whatever allowance you receive from the Government you cannot increase by your own exertions. I do not speak of Belfast.

857. But you speak generally?—Generally.

858. Do you really believe that the employers of labour in Ireland have such a hostility or jealousy towards the force, they do not like to employ its pensioners?—Most decidedly; the members of the force are of that opinion. Besides, we believe that even if we had the good-will of the people on retiring, a man who had served twenty-five or thirty years in the police force would be utterly unfit to begin life anew and exert himself as if he were a young man.

859. But now you are giving us reasons why the police force in the matter of pension should be viewed differently to the English police force. Does not the reason you give now apply to the English force as well?—It does; but I did not give that as a fundamental point from the force.

860. You do not give that, then, as a reason for treating them better than the English force?—No, but as a reason for improving the pension generally.

861. Do you wish to say anything else on the point?—I believe the man serving in Belfast should get some allowance in point of service beyond those in other places, taking into consideration the hardship of the duty; for instance, I would suggest that five years should count as seven.

862. Have you anything else to say about pension?—It is necessary, if you wish to keep the force efficient, to make the men believe they will be well provided for in old age, because it could not be otherwise than detrimental to the force if the members of it looked on their situation in it as a journeyman on his job, and which the younger members of the force do at present, inasmuch as the pension likely to fall to their lot is so small they do not consider it worth while looking after. Under the Act of 1866, a man is only entitled to fifteen-fifteenths of his salary at fifteen years' service, and to thirty-fifteenths at thirty years' service, while a man who had joined a month previous to the passing of that Act would be entitled to the fifty-fifteenths, or full pay at thirty years' service.

863. On these grounds you have the claim of the man who joined since August 1866 to be put on a level as to pension with those who joined before that time?—It is. For instance, say in the year 1866 a man who joined last month would be entitled to full pay, whereas the man who joined this month would be entitled only to a proportion of it. To have the force efficient you must make the men conservative to the situation.

864. When you say "conservative to the situation," what do you mean to convey?—I mean to say they should have a wish for it, and not regard it as an ephemeral matter, or as a tridenance would his job.

865. You consider a large pension would conduce to that effect?—Yes, and contribute to the efficiency of the force. The men would give it their best interest and intelligence.

866. And remain in it longer?—Yes. If the men believe they will not get a big pension their minds are agitated with discontent.

867. Is there any other point on the subject of pensions?—We are of opinion that a man on retiring should get the pay of his rank irrespective of any proscribed service for which he should hold that rank. For instance, if I were a constable I would have to be three years in the rank before I would be entitled to the pension of a constable. I wish to show also that the present scale of pensions, as regards the men who joined since 1866, is not fit to support in ordinary decency a single man.

868. That is a ground on which you wish to have the pensions of those who joined under the 1860 Act raised to the pensions of those who joined before it?—Yes; and much there is it unable to support an entire family.

869. Mr. Mahon.—When you joined the force were you aware of the scale of pensions which now obtains?—I was not, nor until I had two or three years' service.

870. Do you think that that answer holds good with regard to the majority of the men who entered the force since 1866?—It does not. I know that latterly, within the last two years or twelvemonths, every young man could tell you what pension he would be entitled to at thirty years' service. They are so well instructed through the newspapers and other sources.

871. Then in your opinion the majority of the men who joined the force since 1866 were aware of the scale of pensions when joining?—Not when joining; but I believe the entire force are aware of it now. I was not aware of it myself when joining.

872. You said you consider that the police should be in a better position as regards pensions than other public servants?—Yes.

873. Are you aware that the Irish police are at the present moment in a better position as regards pensions than other branches of the Civil Service?—I believe that the men who joined previous to 1860 are.

874. I am talking of the men who joined subsequently to 1866?—I am not aware of that.

875. As a matter of fact, I tell you that in other branches of the public service no man is allowed to retire, except on the ground of physical or mental incapacity, before he reaches the age of 60, and he must serve forty years before he can get two-thirds of his salary, and that two-thirds is the most he can get, while, on the other hand, you, if you joined at 18, might retire at 48 years of age on a pension of thirty-fifteenths, which is somewhat less than two-thirds?—But a great number of the civil servants of the Crown have not such laborious duties to discharge as we have, and the time is not so severe.

876. Why do you say that?—I know it is not as severe for a man to remain some hours in an office during the day as to remain out in the streets of a large town in wet, and snow, and frost for eight long hours of a night. It is certainly not so taxing on the constitution.

877. Heavy brain work tells heavily on the constitution?—We have our own share of that, too, though in a different direction.

878. Do you consider you ought to be put in a better position as regards pensions than the London police force?—I do.

879. Why?—I believe that on retiring in this country on a pension you must depend solely on what is given you by the Government, inasmuch as the general feeling against the police will prevent you from bettering your position in civil life. That is undoubtedly the feeling.

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880. You feel you cannot supplement your pension from other sources as a London policeman can?—Yes. In Ireland, except some few places, the greatest disqualification a man could have would be the fact of his having been a policeman. Therefore, our force should be treated exceptionally to other forces as regards pensions.

881. When you joined the force, did you know what pay you would get in the various grades?—I did not.

882. Do you think the majority of the men who joined the force were aware of the pay they would get in the various grades?—They were not. Some of the men of very small service now may have been aware of it, but it is only latterly the information has been open to the public so much—it is only within the last six months it has been posted outside the barracks since the present canvassing for recruits commenced.

883. As a rule, men in the various walks of life take an interest in what concerns them, and make themselves up in these matters. When men enter the police force, one would have thought they should make themselves up in what their prospects were?—They do not consider these matters then.

884. Mr. Harrel.—You spoke of the fact of a man having been in the police as a high recommendation to his getting employment on going abroad to another country?—

885. Under the present regulations, the possibility arises of a man being entitled to a pension at 48 years of age. A man who joined at 18 would be entitled to his pension as an absolute right at 48?—I am not aware that he could retire on attaining thirty years' service.

886. There is no doubt about that, without medical examination or anything else. Then that being so, the possibility would arise of a man's leaving his pension at 48?—The possibility would arise, no doubt.

887. What was your age when you joined?—19.

888. Then you would be absolutely entitled to pension at 48 years of age?—I would.

889. Suppose the pay and pension were the same when that date arrived, and that you were still in the force, and claimed your pension, have you occupied what you would have then?—I have a pretty good idea of it.

890. And that on the assumption that you did not obtain promotion?—Yes.

891. What would it be?—It would be thirty-fifteen, or the three-fifths of £92, 8s.

892. It would be about £74, 14s.?—Yes.

893. The state of your health and other conditions being tolerably favourable, you would not be precluded from taking that pension with you to any Colony?—I would not; but I believe that after a man has served over thirty years in the force, he would be utterly incapable of hard work, or anything that would be very hard on his system.

894. But if it is only as touching the question of service in the constabulary, rendering employment when pensioned more difficult. You are not necessarily compelled to remain in Ireland on pension?—But he would be going to a strange country when an old man. There would be little use in his doing so when he did not bring his youth with him. He would be an utter failure.

895. Have you practical experience of police pensioners having a difficulty in getting employment?—I have not; but it is the general feeling in the force. I speak from the general feeling in the force, and not from any data or statistical information. I find that as soon as the men from these disturbed districts get out on pension, they make to Belfast as fast as the train can bring them, and, as a matter of fact, the town is crowded with them, forming a great proportion of the population. It is astonishing, and all looking for "tacks."

896. Do you know, as a matter within your own experience, that a man, with other things to recommend him, in asking for employment in Belfast, is generally received favourably if he has served in the police?—He is, no doubt.

897. And the fact of the "tacks" being there is one

of the reasons of their going to Belfast?—No doubt; but the great majority are disappointed, and it is also a proof that they could not get employment where they were living.

898. On the subject of men in Belfast being treated exceptionally as to service, is there anything which requires them positively to serve in Belfast?—No, there is no rule, but it is the general course.

899. Is a man who is in the service in Belfast obliged positively to stay there?—No.

900. Could not he obtain a transfer, or exchange to any county?—Yes, if he could get a man to exchange with him of the same denomination and character, or nearly so, he can change to a county.

901. Then, although there is no positive bar to his going out of the town, there are certain difficulties of regulation in the way of his getting out?—That is so.

902. Is it the case, within your own experience, that very often men would desire to go and serve in the county, if they could so manage it?—Yes, if they could get a man to exchange.

903. Or if the Rules permitted of their being transferred without getting any man to exchange?—Yes.

904. Then would the men who think service in Belfast income look on it as an advantage if transfer to counties were easier obtained than at present?—No; they think that though Belfast is extra severe, they would rather remain generally.

905. Then, if they had the choice to go, you can scarcely say they would be entitled to exceptional periods of retirement beyond their brothers in asking that a Belfast man's five years' service should count as seven as against all the other members of the force?—Yes.

906. You are not bound to stay unless you think right. There are difficulties of transfer, but you say if the difficulties were easier you think they would not exchange?—That is my opinion.

907. I believe, however, that that desire on the part of the men does not apply to those in failing health; and sometimes the men do feel, when their health is failing, that if it was easier to get out of Belfast it would be a matter that would be gratefully accepted?—That is so. The men, as a general rule, do not like transfer, or moving about, but, at the same time, they feel the great weight of duty in Belfast coming very hard on them, and, as a matter of fact, a great many men in the town die at a premature age.

908. And perhaps if the transfer were made easier, when health was beginning to fail the men would feel it an indulgence?—They would.

909. Mr. Harrel.—From the point of view in which you regard pensions payable to the police force, you have left out of consideration the possibility of a man saving money in the force. Have you considered that?—I have, well.

910. What is the result of your consideration?—I think he can save no money, if he does himself justice.

911. As a matter of fact, within your own knowledge, do men save money in the force?—I know there are some men who save money, but, if they do, they deny themselves necessities they should take in order to keep up their physical ability.

912. *Chairman*.—The next topic is that of unfavourable records. We had a very clear statement on that from Head Constable Chalke. In the first place, you agree with what he said on the subject?—Yes, I agree that they should be swept out.

913. Do you wish to add anything?—Yes, as I had full opportunity of knowing the general feeling of the men upon the subject. We believe that the present system is injurious to the efficiency of the force, besides being injurious to the efficiency of the men.

914. In what respect is the present system of records injurious to the efficiency of the force?—If a man, under the present system, has an unfavourable record, as amount of good conduct will sweep it away. As a general rule, the men who have unfavourable records are efficient, good policemen, because it is impossible for a man to be a good policeman and able to induce

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information from civilians that might lead to the conviction of parties for serious crimes without mixing among the people, and when he mixes among the people he returns occasionally to a public-house with them, and may take a little too much drink and become intoxicated, which we regard as wrong. But at the same time that he is doing that he may be eliciting useful information for the public.

913. Do you think any considerable proportion of the cases of drunkenness in this force the result, directly or indirectly, of the discharge of such duties as you describe?—I believe they often are.

914. Mr. Hobson.—You mean that whilst endeavouring to procure useful information they may be induced to go into a public-house and take more than is good for them?—Yes. As a general rule, the men that have unfavourable records are good policemen. Again, the present system is injurious to the public service. The man who keeps a clean sheet as we call it, that is, with no unfavourable records, is a man who is generally of no use to the public. It is impossible for him to be of use to the public if he sits in his barmaid reading novels when he is off duty. That sort of man will keep as much money as he can out of his pay; he will observe discipline; and not walk out and converse with civilians. As a matter of fact, he will be known among the population in the locality as an exclusive sort of man, and would be the last in the hierarchy to get information, should a person be willing to give it.

917. Do you wish to make any other remark in addition to what Head Constable Chalkie has said on the subject of unfavourable records?—Several men who have had by some chance or other the opportunity of being promoted, though having a great number of unfavourable records against them, are now among the most intelligent and respected members in the force. I know several instances.

918. You think it hard that unfavourable records should tell against them when they show ability and fitness for promotion?—Yes; and I wish to show that it is generally the efficient men who have the unfavourable records.

919. Mr. Forth.—There is one point with regard to unfavourable records on which I would like to have your opinion on behalf of the men. The head constable said that after a period which he stated he two or three years of uninterrupted good conduct, the unfavourable record should be purged. Do you concur in that?—I do.

920. Do you also concur that in the event of a man obtaining two or more unfavourable records, a longer period of probation should be required?—Yes; I believe that there should be two years for each unfavourable record.

921. But supposing a man had three, and that the third was obtained when the other two had been purged, would you say he was entitled to just the same consideration as a man who had obtained his first unfavourable record?—I think an additional five should meet that. That is what I am interested to say.

922. That is, that the necessary punishment should be heavier?—Yes.

923. Then the general opinion is, that two years should be sufficient to purge an unfavourable record?—Yes.

924. When you speak of expunging an unfavourable record from a man's sheet, is that with a view of not putting any penalty on him as regards deduction from his pension, and that adding him for a double penalty for the offence against discipline?—Yes. As a matter of fact, under the present system a man who has retired on pension for twenty years has been fined twenty-one times for the same offence.

925. If the record were to be absolutely expunged for every purpose, would it not to some extent bear hardly on the men of irreproachable character in the force if they were reduced to exactly the same level as the men who had incurred unfavourable records for the purposes of promotion and selection: have the men thought of that?—They have. It is a most difficult

thing, but I believe it should be, to a certain extent, taken into consideration.

926. Therefore, the idea would be to expunge it absolutely as regards all considerations of pension, but still to be taken into account as regards promotion; for instance, in the case of two men of equal competency in every other respect, that the man without any unfavourable record should have the preference?—This is not my own opinion, but it is the general opinion of the men that once unfavourable records are expunged, they are never more to appear under any circumstances in any form, except a man is found to be a hopeless case, and not fit for the force.

927. The general feeling is that they should be wiped out, never to be heard of in any respect?—Yes.

928. But, so far as you think, in estimating a man's character for promotion, you think the unfavourable record might count?—Yes.

929. But that an undue weight should not be given to it, if a long interval elapsed since the record?—Yes; for instance, if a man had four years' good conduct, it should not act against him. The hope that the present system will be changed is joined in by the men who have no unfavourable records.

930. (Mr. Evans).—What have you to say on the subject of compulsory retirement after thirty years' service, and permission to retire after twenty-five years' service?—We believe there should be compulsory retirement at thirty years' service, as we are of opinion that a man must be unfit to serve after that time and do police duty. There may be some few exceptions.

931. Do you confirm what Head Constable Chalkie has said on the subject?—I do, generally. I believe a man is unfit for the force after that service, and if he be kept in it, he is a burden on his comrades, as they have to perform duty that he should do. Besides, as a general rule, when a man has attained thirty years' service, he would be a non-commissioned officer, and his remaining in the force would retard the promotion of younger members and destroy the efficiency that promotion generally inspires in younger members.

932. What have you to say on the subject of optional retirement?—We believe it would not entail any additional expenditure on the Treasury; because a recruit can be got at a salary much smaller than that of the man retiring, and he will be coming up to efficiency then.

933. Mr. Hobson.—Upon this question I would like to explain to you the scale of pensions that obtains in the London police force, with the view of considering whether that scale would answer your purpose as to optional retirement at twenty-five years' service and compulsory at thirty. In the London police force, from fifteen to twenty years' service the rates of pension are the same as in your force. At fifteen years' service, if a man is obliged to retire from ill-health, he gets fifteen-fifths, and one-fifth is added for each year's service till twenty years. From twenty to twenty-five years' service in the case of the London police, the rates go up by two-fifths each year, so that at twenty-five years' service a man in the London police could retire upon the same rate of pension as a member of the Royal Irish Constabulary could after thirty years' service; he gets thirty-fifths, the apparent object being to induce men to retire at twenty-five years' service. After twenty-five the rate drops again to one-fifth till twenty-eight years' service, at which stage of service the maximum rate is reached, namely, thirty-three-fifths, that is, three-fifths more than the maximum in the Royal Irish Constabulary. Thirty-three-fifths would be as nearly as may be two-thirds. Do you think if that scale was made applicable to your force it would satisfy the men?—I do not believe it would.

934. Would not the adoption of such a scale have the effect of inducing them to retire at twenty-five?—It would; but that would not go to increase the pension, and, besides, although the proportion of pension

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would be the same, their pension is larger, inasmuch as their pay is larger.

925. And they have a deduction of $\frac{3}{4}$ per cent., which you have not—I am not aware of that. Besides, a London policeman is more of a civilian than a member of the Royal Irish Constabulary, and the fact of his being more in civil life he has not to make a home as we have.

926. *Chairman.*—The next point in the Memorial is, that the serious duties discharged by men in the large towns are not adequately rewarded by the present allowances, and that an increase in this respect is requested. Do you wish to make any statement on that in addition to what has been said by Head Constable Chalke?—No. I concur with Head Constable Chalke.

927. Do you agree with Head Constable Chalke on the subject of the allowances for boot money?—I concur with his views.

928. With regard to a uniform system of promotion through the entire force, do you agree with him?—I do; but I wish to supplement his statement. We have a great complaint in Belfast with regard to promotion.

929. Please to state it?—A man cannot in the ordinary course of promotion in Belfast by seniority be promoted at less than fifteen or sixteen years' service.

930. That is to say, that the system works with hardship in Belfast?—It does. There is only one constable to eight sub-constables promoted in Belfast.

931. *Mr. Harrel.*—Is Belfast for the purposes of promotion regarded as a county?—It is. It is independent so far as promotion goes. At the same time, there is no such proportion of constables in Belfast as there is in the counties; hence the grievance.

932. Hence the increased difficulty of promotion?—Yes.

933. What is the proportion generally in other places?—It is understood to be one to four and five in counties, while it is one to eight in Belfast. Looking over the constabulary list, I see that to the grade of constable there have been seven men junior to myself promoted outside Belfast, while in the ordinary course I would not have the remotest chance of promotion for the next seven years.

934. And yours is a common case in Belfast?—Yes, with hundreds. I also see in the constabulary list that there have been twenty-seven men promoted under service of ten years outside Belfast. That makes the grievance of Belfast men the more manifest. It could be remedied by making an additional constable and an additional acting constable for each barrack in the towns, and they appear to be required when you take into consideration all the complaints and matters that have to be attended to. As a matter of fact, there are divisions of duty that have not the required constables to superintend.

935. There are twenty-two barracks in Belfast at present, and what you propose would involve the addition of twenty-two constables and twenty-two acting constables?—Yes.

936. That would not add to the gross strength of all ranks in the town?—No; it would take from the sub-constables and add to the constables.

937. The acting constable is for all purposes of duty liable to discharge the duties of a sub-constable?—Yes.

938. You heard Head Constable Chalke's evidence as to the scheme of remedying generally the promotion from the rank of sub-constable?—Yes, and I concur with him.

939. *Chairman.*—Will you be kind enough to say whether you agree with the opinion of Head Constable Chalke on the subject of promotion to the rank of sub-inspector from the force?—Yes; we believe that they should be promoted from the ranks.

940. On the same grounds that Head Constable Chalke stated?—On the same grounds.

941. The men whom Head Constable Chalke repre-

sents are men of greater age than those whom you represent, and therefore presumably more nearly or immediately touched by this question. As a matter of fact, among the men of the age and class you represent, is there a strong feeling on the subject of promotion to the rank of officer?—It is so far removed from them that I cannot designate the feeling as very strong, but they regard it as a kind of insult to the force that the officers should not be taken from their own ranks.

942. You mean that each individual does not feel it so nearly touches himself as those of a higher rank?—Yes.

943. But they agree thoroughly in the principle with those senior to them?—Yes.

944. Passing for a moment to the constitution and practice of Courts of Inquiry, you heard Head Constable Chalke's evidence as to the objections of the men to the present management of Courts of Inquiry?—Yes; I agree with his views.

945. Do you wish to add anything?—No.

946. The next question in your Memorial is the request for a power to constables to grant eight hours' leave of absence, and the alleged grievance of looking up a man in barracks at 9 o'clock during the six months of winter. You heard Head Constable Chalke's evidence on that subject?—Yes.

947. Have you been directed to express an opinion upon it?—I have been directed to say that the men would prefer 10 o'clock all the year round, and also that they would be anxious to have the eight hours' leave. There is another matter, also, about the stoppage of pay during the time a man is sick.

948. Do you wish to make any statement in addition to what Head Constable Chalke has said on the subject of stoppage of pay for sickness?—I wish to substantiate that by saying that it would have a bad effect on the force to stop a man's pay. If a man saw a riot, and thought that by rushing in he was likely to get injured, and being injured he would have his pay stopped, he would be more dilatory in interfering with riots.

949. You heard Head Constable Chalke's evidence with regard to the prayer of your Memorial, that the same privileges should be given you for taking steps for the redress of grievances as are given to other civil servants of the Crown. What special meaning do you attach to that prayer, and in what respect do you consider that at present your labour under any disability when you want to redress a grievance?—I believe that refers to recent matters. The men were making a comparison between their action and that of the telegraph clerks, and they did not believe they outstepped legality any more than what was done by that body. That is what I am informed; I am not perfectly clear on that point myself.

950. *Mr. Harrel.*—You say that you do not thoroughly understand that part of it yourself, that that is the impression?—That is the impression.

951. *Chairman.*—That is, you do not understand it in detail?—Yes; and I regard it as a minor matter in any case, and so it is put at the bottom.

952. *Mr. Harrel.*—You think it has application to something fresh in the minds of the men at the time?—I believe it has.

953. But you believe it is a minor matter?—Yes.

954. *Chairman.*—Do not you think, speaking generally, that while every opportunity should be given to your force to bring their grievances quickly and thoroughly before the notice of Government, the State is entitled to exercise particular care, within fair limits, with an armed body of men?—Most decidedly. We are of that opinion, and if it would be in my place to do so, I am sure I would be only expressing the opinions of the town force in saying that their meetings were solely for the purpose of getting their grievances redressed, and that they were perfectly loyal to the last man.

Acting Constable MATTHEW O'CONNOR, examined.

Acting
Constable
Matthew
O'CONNOR.

29 Aug., 1882.

953. *Chairman*.—What rank do you hold?—I am an acting constable.

954. How long have you been in the force?—Twelve years last June.

955. Where are you stationed?—In Waterford.

956. How long have you been stationed in Waterford?—A little over five years.

957. Where were you stationed before that?—In Dungarvan, a rural station at Waterford.

958. Do you represent the head constables, constables, and acting constables of the city of Waterford?—I do.

959. Did the force in the county and city of Waterford join in preparing one Memorial?—No.

960. Did the city force prepare a Memorial on their own account?—Yes.

961. The first prayer your Memorial contains is for an increase of pay of 1s. per day for all ranks?—Yes.

962. Tell us the grounds on which you rely in seeking that increase. Your Memorial alleges that, taking into account the serious and extra duties of the menials during the past three years, and probably for an indefinite period to come, and also taking into account the high price of provisions and the necessities of life, you consider the present pay inadequate to meet the necessary demands. Then you go on to state that the price of meat last year was from 6d. to 7d. per lb., and now it is from 8d. to 10d. per lb.; that last year potatoes were 6d. a stone, and are now 1s. 6d.; and that every other commodity is proportionately high, and that it is an invariable rule to charge policemen the highest prices. Will you be kind enough to tell us what you rely on in respect of this prayer of your Memorial for increased pay, and of the grounds on which you rely for it?—We ask an increase of pay on the ground that the present pay is inadequate to supply the men with the means necessary of life; and, in illustration of that, I submit the following figures, showing the daily cost of living in Waterford city:—1 lb. of beef at 10d. per lb. for each man, 10d.; 2 lbs. of bread at 5d. per lb., 10d.; 3 1/2 lbs. of potatoes at 1s. per stone, 3d.; 1/2 oz. of tea at 5s. 4d. per lb., 1 1/2d.; 1 lb. of sugar at 4d. per lb., 4d.; milk per day, 1 1/2d.; 2 eggs, 2d.; butter, 3d.; per day; vegetables, 1d.; cooking and washing, 2d.; sundries, for example, salt, pepper, and mustard, 1d.; harness necessities, 1 1/2d.; extra fuel and light, 3d.; 1 bottle of porter, 3d.; savings of necessities, 1d.; tobacco, 3d. a day.

963. Here you go through all the items?—Yes.

964. How much does that amount to?—3s. 1 1/2d. a day, and, say, for thirty days, that would be 4s. 14s. 6d. The pay of a sub-constable under six months' service is only 15s. a week—33s. a year.

965. *Mr. Harrel*.—As a matter of fact, no sub-constable ever served or will serve in Waterford at 33s. a year?—They did serve there.

966. But they do not now?—No.

967. In point of fact, the sub-constables have now 33s. a year?—They have in the county.

968. *Chairman*.—Passing from the sub-constables, who have a special representative here, will you tell us the views and the arguments of the grades you represent—namely, the head constables, constables, and acting constables—making what case you think arising from the daily cost for an increase of pay?—I think that, in order to procure the ordinary necessities of life, we require an increase of pay according to those figures.

969. Do I understand you to say that the balance which this expenditure leaves in the pockets of the class of men whom you represent is so small, you consider that a ground for an increase of pay?—Yes.

970. The memorialists also speak of the extra duties they have had to perform during the last three years. Be kind enough to give us your views on this subject a little more fully. Within the past three years the men have been very much harassed by severe duties. In

fact, they have been out of pocket a great lot of money by having been withdrawn from their stations to serve in Cork and Mayo.

971. Give us some instances in which they have been out of pocket in consequence of the new duties, assuming those occasions to continue and become permanent, under circumstances to entitle them to an increase of pay that would repay them the sums they were out of pocket?—Preserving the peace at all these demonstrations throughout the country and protecting life and property.

972. Does not the allowance given them when absent, under the circumstances you have stated, suffice to meet the extra cost they are put to by such absence?—At present, they have 4s. 6d. a night.

973. Do you think the present allowance of 4s. 6d. a night goes some way to relieve them in the hardships they are under?—It certainly does, so far as duty from their station is concerned.

974. Your Memorial says that these absences and extra duties are likely to continue for an indefinite period. That assumes that the country will remain in its present disturbed condition for some time?—It is likely it will remain so for some time.

975. And to some extent in seeking an increase of pay of 1s. a day you are guided by the probability of very heavy duty for some time to come?—Yes; together with heavy duty in the past.

976. There are certain items you referred to that I would like to ask you one or two questions on. You put down beef at 10d. per lb. 1s.—Yes.

977. Do you get beef for the force in Waterford by contract, or how?—Each station selects its own butcher, dealing with any person the men choose.

978. Do you pay as much as 10d. per lb. all the way round?—No; 8d. per lb. is what the men are paying at present, but the beef is very inferior, and the butcher has given the men warning he will have to raise the price; that he cannot afford to give the present bad beef at 8d. a lb. any longer.

979. You put down the item of tea at 5s. 4d. per lb. Do you not think that rather a high rate to pay for tea?—If you want to purchase a good article you must pay for it in Waterford.

980. You mentioned a charge of 2d. for cooking. Do you mean by cooking the service of a cook?—Yes; servants in the barracks for cooking, cleaning, and washing the men's clothes.

981. You put down 3d. a day for tobacco as an allowance, too. Is the use of tobacco so general among the men that it may be regarded as one of the ordinary items of expenditure?—Yes would scarcely find a man at all that does not smoke. Of fifteen men in the station twelve smoke.

982. You spoke of an increase in the price of potatoes from 6d. to 1s. 6d. a stone. Do you think that increase is likely to be permanent?—I do not.

983. *Mr. Harrel*.—At the present, the regulation which gives a night allowance of 4s. 6d. requires an absence of twelve hours?—It does.

984. Six of which must be between the hours of 9 o'clock p.m. and 5 o'clock a.m.?—Yes.

985. I see that you ask a night's allowance for eight hours' absence, provided that those eight hours terminate at or after 5 o'clock in the morning?—Yes.

986. Then, if what you ask were granted, it would be possible for a man to obtain 4s. 6d. for an absence from his station from 2 o'clock in the morning until 10 o'clock the same morning?—It would.

987. And during that time, of course he might not incur the expense of a bed or those other expenses which the allowance of 4s. 6d. is intended to cover?—He might not.

988. *Mr. Holmes*.—It is quite possible that, under such circumstances, he might not be put to one penny of cost?—It is possible.

989. *Mr. Harrel*.—Beyond the allowance he would

receive for eight hours' absence?—It is quite possible he would not.

1032. *Mr. Hobson*.—A man leaving his station at half-past 2, and coming back at half-past 10, would have been absent from his station eight hours, and, as you propose, would be receiving 4s. 6d., which would be clear gain to him, and he might not have spent a single penny?—He might not have been under any expense beyond the ordinary.

1003. *Mr. Barrett*.—Is not it understood that the 4s. 6d. nightly allowance is intended to cover the cost of bed?—Yes.

1004. Do you remember a case yourself in which you went from your station, and had to sleep and take supper and breakfast, and only obtained 1s. instead of 4s. 6d.?—No.

1005. There this claim is in view of a contingency that might arise, but that has not arisen?—It must be. It has not arisen to my knowledge, at all events.

1006. In fact, it has not come within your practice?—It has not.

1007. *Mr. Holmes*.—You joined the force before the increase of salaries made in 1874?—I did.

1008. Scarcely the increase then made were of a substantial character?—They were.

1009. What was your rank before 1874?—I was a sub-constable.

1010. What was your pay immediately before the increase?—Only 36s. a-year.

1011. What was it immediately after the increase was made in 1874?—52s.

1112. That was an increase of 16s. a-year?—Yes.

1113. Did you regard that as a substantial increase at the time?—I did.

1114. Now, do you consider that the cost of living has increased in the last ten years?—It certainly has increased in Waterford.

1115. Have you been always stationed in Waterford?—I was transferred to the city of Waterford from the depot.

1116. You have got no experience of any other part of the country?—I have been in the county considerably also.

1117. Is your experience of the cost of living the same as regards the county?—The very same.

1118. Do you regard tobacco as a luxury or as a necessary of life?—It is certainly a luxury.

1119. Do you consider the State should pay for the luxuries of a man?—I think not.

1120. Would it not be possible, where local prices of ordinary articles of consumption were exorbitant, as in the case of tea, for the man to combine and get those articles from Dublin?—It would be possible, but it is hard to get men to combine. They are isolated.

1121. But in a town like Waterford, would it not be possible?—It would not.

1122. What is the strength of the Waterford force?—Eighty men.

1123. Surely combination would be possible among eighty men?—There is no station in Waterford dealing with the same tradesman for any article.

1124. *Mr. Barrett*.—Have these allowances been taken on an average of the expenditure of the men generally of the city of Waterford, or of any particular station?—Of no particular station, because the men meet together.

1125. How many men are in the station in which you are?—Twenty-five all told, including men of all ranks.

1126. How many servants are there?—Only two.

1127. I see you put down 2s. a-day.—That would be on twenty-five men 4s. 2s. 7.—Yes.

1128. Do you feed the servants?—No.

1129. What wages do you give them?—I am not prepared to answer; I do not know what they get.

1130. Do they really get 3s. 1d. each?—You must understand that out of those twenty-five men there are fifteen or sixteen married, and they do not contribute, except merely 9d. for the cleaning of the barracks.

1131. Do nine men require two servants?—They do, and more. It would take one servant to keep the barracks clean, and do nothing else. There should be three servants properly speaking.

1132. *Chairman*.—There is a statement in your Memorial that it is an invariable rule to charge policemen the highest prices. Is that the experience of the men in Waterford?—It is.

1133. Do you find that experience is dealing with the kitchen?—No, not with the kitchen, nor with the local traders. I think they give us things as reasonable as to any other person.

1134. Then, what trade do you speak of?—I think that only applies to men on duty in other places outside their district.

1135. Is this what you mean, that when sent on special duty to places out of your district there is a habit of making higher charges?—That is what I understand by it.

1136. From that point of view, whilst these ten-shilling and moving about are common, you regard it as a ground for seeking an increase of pay and allowances?—Yes.

1137. Your Memorial also prays that the pensions of men who joined after the Act of 1868 should be placed on the same footing with those of the members of the force who joined before it; and the grounds set forth are that the men who joined since the passing of the Act have been working side by side with the men who joined previously to it. Have you any remarks to make in confirmation of this prayer of your Memorial, that this should receive the special attention of the Government?—The present scale of pension is totally inadequate to reward men after an effective service of, say, thirty years. It is not even sufficient to procure for a man the bare necessities of life.

1138. You think the rate of pension under the present system is insufficient to procure the bare necessities of life?—It is.

1139. You heard the evidence given by the Belfast sub-constable as to the difficulty men leaving the police service have of obtaining employment. What is your experience as to the difficulty or facility of pensioners getting employment?—I never knew a case in which the fact of being a pensioner militated against a man's getting a situation, but I know that all the pensioners of Waterford are holding such poor, low, mean situations at 10s. or 15s. a-week, any man would get the situation they have.

1140. But there is no prejudice against them on the ground of their having served in the force?—I never heard of it.

1141. Do you wish to add anything else on the subject of pensioners?—That the pension is totally insufficient appears plain to any man who makes a calculation of the rate of pay and what we are entitled to, because I am not supposed to be in good physical health at the expiration of thirty years' service, and then how am I to live?

1142. At what age did you enter the force?—Eighteen.

1143. Assuming that you left the force as a constable at the age of forty-eight, what would your pension amount to?—43l. 13s. 6d.

1144. You think that at the end of thirty years' such service you would not be in as good health, or as fit for work as another man arriving at that time of life?—It is likely I may not.

1145. Under such circumstances, would you not be able at least to supplement by labour the 43l. 13s. 6d. by such an amount as would make your life comfortable?—It is likely I might not. Many would not.

1146. You know pensioners from the police with pensions amounting to 43l. 13s. 6d.?—I know such men with it or about that pension.

1147. Are those men earning money as a rule?—They are.

1148. About what is the average rate that they earn?—About 10s. or 12s. a-week.

1149. That would bring their income up to about 70l. a-year?—It would.

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1150. Doest you think it is likely that, under ordinary circumstances, nine men out of ten leaving after thirty years' service at the age of forty-eight would be able to bring their income up to 70s. ?—I do not believe one-fourth of them could.

1151. Do you believe one-fourth do at present ?—I do not believe more than one-fourth do.

1152. The great body of those who leave after thirty years' service leave in such a state that they cannot even earn 10s. a-week ?—The great body of those cannot find employment at all unless they go to common labouring work, and they are not able to do that.

1153. To what do you attribute their difficulty in finding suitable employment ?—In the first place, when a policeman leaves the service he generally goes into a big city or town to seek a situation, where he is altogether unknown. Nobody knows what he is or where he has come from, and it is very hard for a stranger to fall into a situation, because the market is overstocked. I have known pensioners with families to be almost starving for want of employment.

1154. In consequence of the want of employment these men coming to strange places find a difficulty in adding anything to their income ?—They do ; and it is only, perhaps, single pensioners who can afford to leave the place where they have been discharged from the service at all, because it is hard for an old man with a large family, and no money to spare, to transport his family to a city.

1155. Therefore a man where he has been known in the place for some time would get employment ?—But there is no employment in rural places except agricultural.

1156. Is there much of that kind of work to be got in Waterford ?—There is for labouring men.

1157. For the class of employment above that, such as a constable would be likely to seek, in Waterford a good place to look for situations ?—A constable would get no situation there above labouring work except that of a common watchman. There are three or four head constables and the rest watching at gigs like common coal-porters.

1158. These are men fairly educated, and know how to read, and write, and cipher ?—Yes.

1159. Has any effort been made by your force, or on behalf of your force, to organize a system of getting employment for retired constables ?—I never heard of it.

1160. You are aware there is a system of commissions for the army ?—I am.

1161. But there is no organization that enables constables to get situations ?—Not one.

1162. Mr. Holmes.—Do you think that unmarried men who live prudently can save money still in the force ?—Very few men can save anything.

1163. In your experience, have men saved ?—They have.

1164. To what extent have they saved money within your knowledge ?—I do not know ; I never had a halfpenny to spare myself.

1165. But you are aware that unmarried men do, and can save money ?—I am ; but they are very few, and their savings very small.

1166. Chairman.—Now I pass to the next paragraph of your Memorial, which prays that constables should be compelled to retire on pension after completing thirty years' service, and that it should be optional to retire on pension after completing twenty-five years' service. Will you be kind enough to state the grounds on which you support that view ?—I do not support the compulsory retirement of men at thirty years' service ; I cannot support that.

1167. But do the men who sent you here support it ?—I believe they do not ; it is a question I did not ask.

1168. Then pass to the question of optional retirement after completing twenty-five years' service. Are you in favour of men having the right to retire if they choose at the end of twenty-five years' service ?—It might be permissible at a rate of pension in proportion to that period of service.

1169. But do the men who sent you here advocate that strongly ?—I do not believe they do.

1170. You think these two matters are matters on which more interest is felt among the rank of sub-constables ?—I think they belong to the rank of sub-constables altogether. The only thing the men whom I represent wish is that they should be allowed to retire on thirty years' service if they choose.

1171. Mr. Holmes.—But they can do so now ?—Not without being called up to Dublin and undergoing a medical examination.

1172. Mr. Harrell.—That is the case with the men who joined subsequently to 1863 ?—They are all men who joined before 1863, except myself.

1173. Chairman.—Then the new right to retire without a medical certificate at the end of thirty years' service was not given to men who entered the service before 1863 ?—It does not apply to them.

1174. Do they desire that it should be extended to them ?—They do certainly.

1175. Mr. Holmes.—When you joined the force, were you aware of the scale of pension under which you would come ?—No.

1176. Do you believe that as a rule the men who joined the force since 1863 are aware of the scale of pensions fixed by the Act of 1860 ?—I never knew a man during my experience who knew what pension he was entitled to on joining, nor come of them for four or five years, neither did they take the trouble to inquire.

1177. To what cause do you attribute this extraordinary ignorance ?—The foolishness of youth.

1178. Chairman.—You ask that married men not accommodated in barracks should be allowed 8s. a-year lodging allowance, and that every man should be allowed 4s. a-year boot money. Is there a large number of married men in the Waterford force ?—Very many ; I believe about one-fourth of them.

1179. How many would that represent ?—Twenty.

1180. How many of these men have accommodation in barracks ?—There is no sub-constable's accommodation at all. One constable and an acting constable have accommodation. These are the only men.

1181. Is it customary, from your experience of Waterford, for the men to avail themselves of their right to get married at the end of seven years' service ?—They do not.

1182. Do you think that if this allowance for lodging money were given, it would have the effect of inducing many to get married earlier than they do now ?—I do not believe it would.

1183. Then you put forward this merely as a necessary claim on behalf of those who, under ordinary circumstances, would get married, and are married ?—Yes.

1184. Do you think this is a matter on which the men feel very strongly ?—There is not a man in the force who does not feel very strongly on this point ; for there are no men who suffer more than the married men.

1185. Are you a married man ?—I am.

1186. What, as a rule, do lodgings cost in Waterford ?—Formerly, a little house with two rooms 2s. a-week—18s. a-year.

1187. What is asked for is 8s. a-year as an allowance ?—Yes. Some of the men have two rooms in a tenement-house, and get them cheaper than a man who has a house on his own account. They get a couple of rooms for 3s. 6d. a-week ; but if you want any sort of a house at all you must pay 5s. a-week for it.

1188. Do you think the want of this allowance for lodging has any effect on their health, or is it only a question of comfort ?—It makes a great difference with regard to a man's health, and the health of his family. I knew a policeman in Waterford who has only one room in which to eat, and drink, and sleep. He cannot afford to pay for another.

1189. You ask for 4s. a-year for boot money. Do you think the men whom you represent feel as strongly in favour of boot money as the sub-const-

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stables?—I am sure they feel strongly, but not to such an extent as the sub-constables.

1190. What do you pay for boots in Waterford?—For a strong serviceable pair, 13s. 6d.

1191. How many pairs in the year would you buy?—Three.

1192. That would be about 41s. 6d., and I suppose you add something to that for mending?—Yes; I would say 10s. for mending.

1193. That would bring up the boot allowance to 52 13s. 6d.—I think that would be a fair allowance.

1194. Do not you think it would be much better if you got contract boots of a good class?—I do not know how they could be served out.

1195. Are you aware they are served out to such forces—the London metropolitan police, for instance?—I do not know how the men in rural stations could be fitted with boots, sustained as they are through the country.

1196. Apart from the question of fitting, assuming that to be got over, would do you think of supplying a good class of boots by contract, outside to your general uniform, strong and well made?—I am certain all the men of the force would be against it.

1197. Why?—Because anything we got by contract is always inferior. When we get ready-made clothing from any contractor they are inferior and a disgrace. We have no confidence in contracts at all.

1198. The next paragraph of your Memorial names the authorities of your loyalty and devotion to the Queen, and your unwillingness to do anything which would have the smallest aspect of illegality?—That is perfectly true.

1199. And that is the general feeling of the men in your district?—The universal feeling.

1200. Mr. Holmes.—Would not the effect of giving the married men lodging allowance be to some extent to encourage early and improvident marriages?—I do not believe it would; I am sure it would not. No man would get married for the sake of getting a lodging allowance, because he has to expend it.

1201. He would not look on the lodging allowance in the light of an addition to his income?—He would not.

1202. Mr. Harrel.—But does not the fact that he does not now receive it deter him from incurring the responsibility?—It does not. If a man wants to get married he will get married, no matter how it goes.

1203. Mr. Holmes.—Assuming the Government acceded to this demand and gave lodging allowance, would it not be an admission of the principle that the State was bound not only to pay its servants for their services, but also to contribute to the support of their families?—I believe it would.

1204. If this principle be admitted, will it not be very difficult to refuse to extend its application to other branches of the public service?—Other branches are in receipt of the allowance already.

1205. Explain that?—National teachers are in receipt of lodging allowance at present, or suitable accommodation, and soldiers of all classes, married by permission of their superior officers, are supplied with lodging allowance.

1206. Only 8 per cent. of a regiment?—Well, there is a percentage with us, too.

1207. No, because there is no limit after seven years?—Only by the proportion of the police married.

1208. But of the proportion married, is not a large percentage given barracks accommodation?—Very few.

1209. Mr. Harrel.—In rural districts?—The constables in charge of the station has it.

1210. Mr. Holmes.—If public servants are entitled to receive State aid in support of their families, why should not all citizens who are unable to support their families also receive State aid?—A man cannot cease to belong to the force if he has not sufficient to support him, and if the authorities permit him to get married I do not see why they should not give him some facilities to keep his family.

1211. But your pay has been fixed with a view to remunerating you for your services as a policeman, and

not to enabling you to keep a family?—Yes; but men should not be allowed to get married at all, or they should have some lodging allowance to enable them to support their families.

1212. The last witness and the witness examined first compared their position with that of artisans. If you compare yourself with the artisans as regards the salaries they and you receive, you ought to go a step further and allow the artisans to prefer their claim for State support when they wish to marry?—They are not public servants.

1213. Then you ought not to compare yourselves with them in any way?—Except in a financial way, when the same thing goes to maintain them as me.

1214. Chairman.—At present you are allowed to marry at the end of seven years?—Yes.

1215. I gather from your statement that a very large number of the men do not marry, and that, in point of fact, very few of those marry at the end of seven years?—Very few.

1216. The force, as a rule, regard marriage as so early a thing, under ordinary circumstances, as not very prudent?—They do, indeed, and very wisely, too.

1217. You would not think it a wise thing for young men to marry at the end of that time?—It would be very unwise.

1218. You would not be in favour of anything which would have the appearance of encouraging it if it did encourage them to marry?—I would not.

1219. Do you think if, instead of giving an allowance at the end of seven years for lodging money, it was not given till a longer time had elapsed, that that would go to some extent to meet the practical grievance?—I am sure if the period were changed they would be very much dissatisfied.

1220. But suppose they were told, "You may, if you like, marry, but we will give you no lodging money if you do so foolish a thing, we will only give you lodging money at a later time," do you not think that for all men who would be prudent in the matter, that would go a long way to meet the grievance?—That would cause a grievance to a great many men. It would only have a tendency to deter them from getting married for the further time.

1221. But you say they are not under any temptation to marry?—No; but if a man were intent on marrying at the end of seven years, it would be a great disappointment to wait any longer. He might wish to get married at the end of seven years, and he might not get married at all if he had to wait any longer.

1222. Is there anything generally you would wish to add?—There is another thing. The men in Waterford city claim to be placed on an equality with Belfast men in the way of extra pay. The men in Belfast are in receipt of extra pay, and the men in Waterford receive none, while their duties are as arduous as those of the Belfast men.

1223. Mr. Harrel.—How many men are there in the city force?—At present sixty-seven.

1224. Do they perform any duty in rural districts?—Yes. There are stations to which portions of the county are attached.

1225. Then it is partly rural and partly city duties they perform?—Some stations are entirely in the city.

1226. Is there continuous duty by policemen night and day in the city of Waterford?—Yes; continuous duty by regular beats.

1227. How many beats are there in the whole city combined?—I could not answer that question.

1228. Are the men divided into regular divisions?—Every station has a district of its own.

1229. Has a station a certain number of beats?—Yes.

1230. And is the duty kept up continuously during the twenty-four hours?—It is kept up by the district stations for their own districts continuously by regular beats and night patrols.

1231. I want regular relief consisting regular beats at stated periods, night and day, during the twenty-four hours?—You would want to take the whole city together for that.

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1232. *Chairman*.—Are the beats kept up for the twenty-four hours?—No.

1233. *Mr. Harrel*.—Then they do not perform continuous duty?—Not for the twenty-four hours.

1234. I mean by men relieving each other?—No, they do not.

1235. These men are placed on duty called town or city duty during the hours of day, and during the hours of night the circumstances are met by patrols?—Yes.

1236. What is the period of time a man does duty during the day?—The first relief at each station goes out at 9 o'clock in the morning, and remains on duty till 2 o'clock. Another relief goes on then till 6 o'clock. A third relief goes on at 6 o'clock and remains on till 10, and a night patrol from every station takes up anything to be done from 10 o'clock till morning.

1237. There is one man on beat?—Yes.

1238. That beat comprises a certain portion of the city?—It does.

1239. And he directs his entire attention to that portion?—Yes.

1240. The patrols at night consist of two or more men?—Three men each patrol.

1241. And they comprise within their supervision what may have been several beats during the day?—Yes.

1242. You say a man goes out at 9 and comes off at 2 o'clock?—Yes.

1243. Does he perform other duty during the day in addition to that?—He has four hours' relaxation from duty during the day—from 2 till 6. He is confined to barracks at 6 to attend to any occasional call that might occur, and while waiting on duty he is generally called to various places.

1244. As a matter of fact, his detailed duty consists in being on beat from 2 till 2?—Yes.

1245. Does the duty on beat fall on the man every day?—It does.

1246. Must the man be on beat duty or patrol duty every day?—He must be on beat duty every day, and on patrol duty in his turn.

1247. In addition to the beat duty, does a man patrol at night also?—He does.

1248. How often does his turn for patrol come?—Every second night, or third night at furthest.

1249. A man who was on patrol from 9 till 2 in the morning might also be on patrol after 10 o'clock at night?—He must be necessarily on patrol; the first relief is always on patrol.

1250. The patrols go out and come in at uncertain periods?—They do.

1251. What would be the average period of patrol for a man who was on duty from 9 till 2?—If the patrol left the barracks at 10 o'clock they would come back at 1, and if they go out at 1 they come back at 4. The patrol consists usually of six men.

1252. And that added to the five hours the man was on beat would give him eight hours of detailed duty, besides the duty from 6 to 10?—Besides that we have rural patrols every third day, which consist of three hours also, during which the men have to go into the rural police district.

1253. Do the men in Waterford receive any compensation for this?—Nothing whatever.

1254. Neither extra allowance nor other pay?—Nothing whatever.

1255. You had experience of a rural station?—I had.

1256. In what regard, in your opinion, does the duty in Waterford entail greater work on a man than the duty of a rural station?—Far greater.

1257. Were you in a rural station during the recent disturbed times?—I was not.

1258. Have you any practical experience, or by hearing from other men, what takes place in rural stations at the present time?—I have heard that the duty of patrolling is very severe.

1259. Have you heard that the minimum period of patrolling is six in the twenty-four hours for every man in the barracks?—That is confined, I understand, to the detached districts.

1260. These consist of a great many counties?—They do.

1261. Do not you think that straight patrolling for long distances in all sorts of weather for six hours every day is even more severe than the eight hours altogether of the duty in the city of Waterford?—We do more than eight hours' duty.

1262. But the period you have given at present is eight hours?—Yes. Certainly, six hours' patrol would be severe.

1263. For long distances from barracks and on exposed roads, as compared with the duties in the city?—Yes. We have rural patrols, too; we have large rural sub-districts attached to city stations.

1264. Is not it purely municipal duties that require you to have these beats during the day for the regulation of the traffic of the streets?—Yes, and the preservation of order.

1265. But it is entailed by the fact that the place is a city with great traffic in the streets?—If it were not a city the presence of a police force would still be necessary.

1266. Is it done for the benefit of the rate-payers?—It is done for the benefit of the public at the place.

1267. *Chairman*.—You have been asked to contrast the duties you have to do in Waterford with the heavy patrol duties which are now discharged in disturbed districts. You admit that those patrol duties in disturbed places are heavy?—Very heavy.

1268. I want you to contrast the various duties you have to do in the city of Waterford with the patrol duties which are done in country places in ordinary times. Are the duties you now do heavier than such duties as you do in ordinary places in ordinary times?—They are fully twice.

1269. What would be the ordinary length of patrol duty in a country place in ordinary undisturbed times?—From two and a-half to three hours.

1270. And it is on this account, comparing your duties as a city policeman with the ordinary rural duties, that you say you are entitled to be specially paid for doing duty in a city like Waterford?—Yes.

1271. Is there any other matter you wish to state?—There is an item for clothes the men wish me to bring under your notice. There is no man in the city of Waterford exempt from taking a regular turn of duty in plain clothes. The men think they ought to be supplied with money to buy plain clothes, and they consider that it would be necessary.

1272-4. *Mr. Holmes*.—How often, on an average, is a constable obliged to appear in plain clothes during the year?—On an average about thirty days.

1275. Then you practically ask to be supplied with a suit every year, though you are only required to wear plain clothes, on duty, for about one month?—I believe they would require a suit every year, as a suit of plain clothes would be worth very little after knocking about all night.

1276. *Chairman*.—Is it a rule of the service that the men must always have a suit of plain clothes?—It is; and the men think that when they are compelled to keep a suit of plain clothes, the Government ought to supply it, particularly when the men are required to do duty in plain clothes.

1277. *Mr. Harrel*.—And the occasions of that employment are much more frequent than in former years?—Much more frequent.

1278. *Chairman*.—Is there any other matter you wish to bring under our notice?—There is, connected with discipline, namely, the reduction of a man's pay at the termination of three months' suspension from duty.

1279. Do the men feel that as a grievance?—Very acutely, and, I think, with good reason, too.

1280. We have had that mentioned already; but if there are any special reasons that strike you, we will listen to them?—The men feel that, at the base of sickness, they have more expense, as they require things they would not otherwise want.

1281. *Mr. Holmes*.—What do you suppose to be the reason for this rule?—I think it is to check malinger-

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ing, but it has not that effect; because a malingering knows how to evade it.

1282. *How?*—By assuming duty whenever he likes, while the sick man must remain in bed.

1283. You think it tells more against those who do not malingering—I do. I have seen a man's pay reduced by 7s. a-day, and he had to maintain himself, including medicine.

1284. Then the rule is powerless against malingers?—Yes.

1285. *Chairman.*—Do not the doctors supply medicine free?—No; the man had to call in another doctor, and had to send for medicine to London.

1286. In the case you refer to, the man called in another doctor, in whom he had greater confidence?—Yes.

1287. And he ordered this expensive medicine for him which was not ordered by the police doctor?—Yes.

1288. Is there anything else you wish to add?—The men complain with regard to promotions. They are not at all satisfied with the manner in which county inspectors make promotions. They say a man should be promoted, first, according to seniority, and the second consideration is his character. In the county of Waterford, as well as in all other counties in Ireland, that I know there is no specified rule for promotion but the whim of the county inspector, who can promote whatever man he likes. Some men of 18th or 19th years' service cannot get promotion, though of good character, while others of four, five and six years' service, and, in some cases, of only two, are promoted. It is certainly a great grievance to place juniors over the heads of their seniors.

1289. What you recommend is a system of promotion depending in the first instance on seniority, and in the second on proper regard being had to character?—Certainly.

1290. And that some means should be devised for keeping it less under the control of the county inspector?—Certainly.

1291. *Mr. Harrel.*—How do you suggest the question of fitness or unfitness should be decided. The seniority admits of no question, being written, and character is a question of record or the absence of record. At present, the question of fitness rests with the sub-inspector and the county inspector?—It does.

1292-4. *Chairman.*—Have you any suggestion of a practical kind to make that would control the officers in the matter?—If the Inspector-General sent an examiner from Dublin at stated times every half-year or every year to the different head-quarters to examine the men recommended for promotion and inquire into their character; their records are there in the register, and the names could be placed on the list in accordance with their service and character, and any man who comes up to the standard of qualification let him be promoted.

1295. What you want is that that list should be prepared, not at the discretion of the county inspector, but from the records?—Yes.

1296. What sort of examination would you have in the regulations or in reading and writing, and general intelligence?—He should be examined first in his literary qualifications, and then in the duties belonging to his calling or his professional duties.

1297. And not anything else?—Professional duties cover everything.

1298. *Mr. Harrel.*—Would not a tremendous responsibility rest on the shoulders of any such examiner?—It would be very easy for an examiner to perform that duty. The present system is that men go in for examination at the county inspector's office, where they are examined by the county inspector's clerk, who checks over the papers after the examination is over, and he may or may not submit them to the county inspector, or he may tell the county inspector "this man has made the best examination, and such a man the second best." The county inspector says "very good," and he will not look over the papers himself; and so the clerk may put in any favorite he likes.

1299. *Chairman.*—Is the result of that examination held in the county inspector's office at present supposed to exercise decisive influence on the county inspector in selecting for promotion?—It is.

1300. You say, in effect, that at present it is conducted in a slovenly, or perhaps an unfair way, not by the county inspector, but his clerk?—I believe it is; and that is what the examinations prove to be the fact, judging by the selections made.

1301. You want to substitute for that examination an examination by an educated gentleman, and a distinguished person coming from the office here?—That is the very thing.

1302. *Mr. Harrel.*—Of course, this examination should be made periodically, in anticipation of vacancies occurring?—Yes.

1303. Supposing a certain number of men were so examined, what would you suggest should be done with the proportion who were not found to be competent by the examiner?—I think that should be final, if a man is found incompetent.

1304. He should be passed over permanently?—For some time. He may improve himself. A man of six or seven years' service may not be sufficiently competent at present, but he may study and become a smart man afterwards.

1305. When he has become entitled by seniority, and knows that by the approach of time his hour for examination is coming, would you suggest that that should be final for him?—I would not.

1306. Or give him a chance again at a certain stated interval?—I would. As to unreasonable records, I agree with the evidence given by the Belfast witness. I do not think a man visited with punishment for grave offences from time to time in the service has as good a right to promotion as a well-conducted man. I consider what was said as to a single record, but after a repetition of records again and again, I do not think that that character should be promoted.

1307. Do you agree with the last witness as to the best men in the force having unfavourable records?—I entirely disagree with that.

1308. *Chairman.*—Is there any other matter?—It would afford the men great facilities for obtaining lodgings if they were not confined to the 440 yards limit. I a policeman were allowed to extend that distance, say, by 200 or 400 yards more, he might be able to get suitable lodgings at less cost, and it would be no inconvenience to the public whatever.

1309. *Mr. Holmes.*—Do you think the wives of policemen ought or ought not to be allowed to follow any calling?—I would allow them to hold a station under the Government, or a private calling, but not in any public business, or to keep a shop.

1310. *Mr. Harrel.*—Let the husband might be placed in a false position?—Of course, a man must be in a false position where he has a house of business in a town.

1311. *Mr. Holmes.*—What latitude would you give?—There are many situations women might hold without having much intercourse with the public at all.

1312. Can a policeman's wife work as a dressmaker?—She cannot.

1313. Do you see any reason why she should not be allowed?—I see no reason why she should not. She is under no compulsion to anybody.

1314. You would confine the disability to keeping shops?—Yes.

1315. *Chairman.*—Would a constable's wife at present be allowed to be a dressmaker?—Not at all, or he would be transferred and punished.

1316. *Mr. Holmes.*—Is it not the case now that when a policeman marries he is obliged to leave the county?—He is obliged to leave the county if his wife is a native or locally connected, or if in business she is obliged to give it up.

1317. *Mr. Harrel.*—Who would you suggest should be the judge of the propriety or otherwise of the employment in which a policeman's wife or family should engage?—I would not leave it to the officers.

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O'Connor.

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1318. *Mr. Holmes*.—Would you leave it to the discretion of the Inspector-General?—I would; but to no other person.

1319. *Chairman*.—Is there anything else?—The married man accommodated in barracks have a grievance in consequence of their children having to leave the barracks at the age of 14½ years and lodge outside, so that a married man who has children of that age must keep two houses.

1320. *Mr. Harrel*.—Do you know the reason the rule was found to be a salutary one?—I do not. I think it has a very bad influence, and is very dangerous to the child.

Sub-constable JAMES BROWN, continued.

Sub-Constable
James Brown.

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1324. *Chairman*.—How long are you in the force?—Eighteen years and a week.

1325. *How long in Waterford?*—Five years.
1326. *Where were you stationed before that?*—In four different counties in nine years; first years in Kildare. I was in the Revenue two years in Kildare, and a short period in Armagh.

1327. *You have heard the evidence of the acting constable from Waterford on the subject of pay and allowances. The same Memorial comes from the man you represent. Is there anything you wish to add or dwell on particularly with reference to pay or allowances in addition to what the acting constable has said?*—I quite agree with what the acting constable has said. Every item put forward is essential to keeping up a man's physical strength, as I can vouch from my particular knowledge.

1328. *Mr. Holmes*.—You are not an advocate for tobacco?—I am not a smoker, and I look on tobacco as a luxury. Nine-tenths of the men smoke in Waterford.

1329. *Chairman*.—Is there anything you wish to add on the subject of pay?—For the last two or three years since the statement got up the pay is entirely inadequate to meet our requirements.

1330. *Where is it that the shoe pinches in the matter of pay since the agitation began?*—It affects a married man more externally than a single man.

1331. *Are you a married man?*—I am. In the first place, you get half-an-hour's notice to go to a remote part of Ireland in connection with this agitation. The married man has to leave his wife and family at home, and to keep up the house in his absence. When he comes for refreshment in a strange place he gets them to a limited extent, and the expense is piled on to an enormous extent.

1332. *It is the habit of the people during this agitation to charge the highest price they can to the police?*—Most assented. The notice for departure to a disturbed district is very short, so that we have not time to prepare refreshments, and when we arrive we usually have a bottle of stout, biscuits, and butter, which are sometimes reluctantly given. In fact, I was at a place where we had to go in behind the counter and take it by force.

1333. *Why?*—Because we were policemen discharging unpopular duty in connection with evictions in the county Cork. Then the police provisions are at present, it is impossible to support ourselves with decency.

1334. *Setting aside the question of meat?*—Yes. I am compelled to change my butcher. He has treated me with the strictest contempt, and would not let me have a pound of meat under 10d. In fact, some shopkeepers would sooner not see you enter their premises at all.

1335. *What you said of the hardship married men undergo from sudden movements apply to unmarried men also?*—Most assented.

1336. *But is not so much felt by them, as they have not so many burdens at home?*—Yes.

1337. *You get at present permanently increased allowances of extra pay. A head constable gets 4s.*

1338. *Mr. Holmes*.—I can understand the regulation in the case of a girl on the grounds of morality?—I think it would be more dangerous to have her outside.

1339. *Chairman*.—You think it would be more dangerous to her to be outside the barracks?—Infinitely more so; because she would be under the eyes of her parents in the barracks, and outside in the street she would not be, but sent out of her father's house to low lodgings, for he could not afford any better.

1340. *Is there anything else you wish to mention?*—The man of Waterford has a sub-constable ought to be entitled to the full pay of his rank at the expiration of fifteen years' service.

a-night. Other constables get 3s. 6d. a-night. You also get a special allowance. When necessarily absent from station or on duty, except certain ordinary ones, for a period of not less than eight consecutive hours, but under twelve, a head constable gets 1s. 3d.; the other constables get 1s. When absent for twelve consecutive hours or upwards, the head constable gets 1s. 6d.; the others 1s. 3d.; and a special allowance of 1s. a-night is also granted for six months, to be renewable at the expiration of that period of time in the discretion of the Government if found necessary. Do not these allowances go a long way to meet the disadvantages you describe owing to this agitation?—In particular places. In some places we are not so obnoxious as at others, and the people treat us decently and fairly. On the other, you go to another place the following week, and the rest is put on there. Then one twelve months I went to Lismore. We had 100 men. There was no sleeping accommodation, and some of the men had to stay in the street. For two tons and a couple of eggs I had to pay 4s. 6d. Three of us, big men, were put into a little narrow bed for four or five hours, and we had to pay 1s. each for the use of it. For my tea in the evening and tea in the morning at 6 o'clock I paid 4s. 6d. We had to be at a certain place by 7 o'clock to meet the Sheriff.

1341. *Mr. Holmes*.—But in ordinary times the allowance would be quite sufficient?—Yes, if the 4s. 6d. was made permanent; but 3s. 6d. would not be sufficient. The best proof of that is what I am paying at the present time in Dublin for the two days I am here. For tea, bread and butter, and a couple of eggs last evening and breakfast this morning we paid 4s. per man. Assuming we had dinner yesterday we would have to pay 2s., that would be 4s. 6d. or 6s. a day. We had to try ten different houses before being admitted; but that may be accounted for by the number of people in Dublin at present. We cannot go into a low lodging-house with any show of decency. You questioned the Hon. of tea. I have some experience of meeting, and the relative prices of tea in Waterford and Dublin. It was remarked that good tea could be procured in Dublin at 2s. 6d. I am quite certain of that, as I paid 2s. 6d. and 2s. 6d. for tea for the fifteen men. In Waterford it may be that they do not know how to blend the tea, and they must put a superior quality into an inferior. I have tried tea at 2s., and it was not drinkable.

1342. *It is not so extravagant price to pay in Waterford?*—It is not.

1343. *Chairman*.—Now pass to the next question? I am supporting the prayer of the Memorial or 1s. a-day, and I am instructed to bring particularly under your notice the question of pensions.

1344. *You wish that men entering since 1866 should be put on a footing with the men who entered before 1866?*—Quite so. When they are four or five years in the force, and become good policemen, they begin to realize the fact that when they reach twenty-five or thirty years' service the pension is paid out to them will be insufficient to support them in common decency. They accordingly begin to look about them, and the question arises, "Will they emigrate?" There are a

good many inducements held out from time to time. I know instances where men have had their passages offered them, pending the result of the question. There is no doubt there will be a general stampede from the service if something is not done in the matter of pensions.

1342. When you say there will be a general stampede from the force in the event of the pensions' question not being settled to your satisfaction, have you any real authority for making the statement?—I have that of the men themselves.

1343. Where?—In Waterford district. When this agitation sprung up various meetings were held, and when selecting men some said it would be better to send a man who was entitled to a small pension, and others that it would be better to send a man who was to have a big pension. I said it was immaterial to me, I would represent their views. Several told me they would not remain in the force unless something was done.

1344. Do you believe they will carry out their threat?—I am perfectly satisfied of it.

1345. Do you think they would emigrate?—I am satisfied they would, now that they have some ready money.

1346. What do you mean by "ready money"?—Their share out of the £80,000.

1347. With what object would those men emigrate?—To improve their position.

1348. To what countries would they go?—Australia or America. There is a market open for thousands of men in different countries, and the men are in correspondence with friends and relatives of their own who are holding out strong inducements.

1349. Not with a view of becoming policemen, but of entering on a career of their own choice?—Oh, certainly not to become policemen.

1350. *Mr. Hobson.*—To what class of labour would they apply themselves?—Some as tradesmen and others as clerks.

1351. *Chairman.*—And others as farmers?—Yes. Some of the farmers' sons are very intelligent, and have been brought up to agriculture; but a little capital is very essential.

1352. Anything else on the subject of pensions?—I think not. I have stated what the men wished me to bring before you.

1353. *Mr. Hobson.*—Do you consider that the Royal Irish Constabulary ought to be put in a better position as regards pensions than the men of the London Metropolitan force?—I do not see any way clearly as to that.

1354. Would not there be great difficulty in putting them in a better position?—I assume that there would.

1355. Would you be satisfied if you were put in the same position?—I would feel it extremely hard if I joined since 1855. My own position is secure.

1356. Do you think they would be satisfied if put into the same position with the men in England and Scotland?—The relative pay of the two is different, and if you pension an Irish policeman in proportion to his pay, and an English policeman in proportion to his, the Englishman has the best of it.

1357. But the important question is, can you get the men for the money, and if you can that is a complete answer?—But if the present feeling prevails you will not be able to induce a proper tone into the force.

1358. You would not get the same class of men?—Youngsters now put themselves into possession of everything as to pension and allowances, whereas when I joined I knew nothing about them. I had a desire to become a policeman when I joined the force.

1359. Do you, from your experience, believe the present class are of an inferior class?—Most undoubtedly.

1360. From what class about Waterford do they come?—Mainly from the labouring class. There are messengers, too, from grocers' shops who join.

1361. *Mr. Herrell.*—Are there many recruits joining from Waterford?—There are a great many offering themselves.

1362. Are there many received?—They are sending

up a great many lately; but they are not up to the standard. They would not be taken a couple of years ago.

1363. You have no knowledge of what is going on in counties?—I have. I spent some months in the counties during this agitation, and I have seen recruits.

1364. What do you think of the class of recruits?—I think they are extremely inferior.

1365. *Mr. Hobson.*—Do you think the land agitation has had anything to say to deterring farmers' sons from joining the force?—It has most assuredly.

1366. If ordinary peaceable times were restored, do you think the same class would join?—It would take a very long time to wipe out the impression they have got hold of. I know a case in which a young man came from near Dungarvan. The doctor could not be procured, and the young man said, "I will throw up the job, when this excitement ceases I will get my bit of ground for nothing." He served three years in arrears of rent. He said the occupation of policemen was a very dirty one, and he would have nothing to do with it. Though he paid his expenses to Waterford, he ran away.

1367. *Chairman.*—Come to the matter which interests the men you represent, compulsory retirement at thirty years' service, and optional at twenty-five?—The fact of compelling men to retire at thirty years' service will create a great flow of promotion. There are constables qualified for the position of head constables, and there are head constables dragging on with thirty-five to thirty-six years' service, clogging the advance of competent men.

1367^a. Would you propose that in the case of an acting constable at thirty years' service?—Most assuredly.

1368. Would you apply the same thing to sub-constable?—Quite so. The rule would hardly ever apply to an acting constable, because he becomes a constable probably after twelve months.

1368^a. Passing to the question of optional retirement at twenty-five years' service. Do you men feel anxious on that point too?—They feel very anxious on that point. When a man retires at that service, he would feel he had some few years of time to himself to look round him before taking his departure from this world.

1369. He would have a better chance of getting employment with a career afterwards?—Assuming he is a sub-constable with a large family, he is considerably debarrassed from active employment if he has to serve thirty years. Nine-tenths of the men are worn out at thirty years' service.

1369^a. I suppose this power of retirement at thirty years would be made use of to some extent by the constables?—I am perfectly satisfied if a man got his full pay at twenty-five years he would never think of remaining on for thirty years.

1370. *Mr. Herrell.*—Then the application on the subject of retirement in anticipation of at least some concession being made on pensions?—No. This is an old score that has been discussed since I joined the force. Twenty-five years would be a fair service for a man to retire at optionally and thirty compulsorily.

1371. You said if a man got his full pay at twenty-five years, he might not serve longer?—It is quite possible. I think the majority of the men would give way.

1372. It is not contemplated in this application that, under any circumstances, a man would get his full pay at twenty-five years?—No.

1373. But that he would get a proportion?—Quite so. There are men thirty years now in the force, and they would not go.

1374. Do you wish to add anything to what was said by the acting constable on the subject of lost money?—In reference to lost money, I think the item is over the mark.

1375. You think 30s. would do?—I think it would meet the requirements.

1376. *Chairman.*—What is your view on getting the boots by contract?—I think it would not be

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feasible. It would entail enormous expense, bringing men from outlying stations to district head-quarters to have them fitted.

1877. *Mr. Harrel*.—If he got 4s. 6d. per night and 2d. per mile, that would be nearly the price of the boots before he would be fitted!—I would.

1878. Pass to the question of accommodation for married men?—I wish to verify the statement of the acting constable. At present I am paying 3s. for two little rooms, and one sub-constable, as a matter of fact, in the city of Waterford, who has a little house to himself, is paying 13s. a year. On the other hand, people in those large towns do not care to have a policeman very often absent their premises; he has to be going on early and late patrols. Besides, he is a kind of parasite, and does not know when his quarters may be shifted. They look upon him as a man having no fixity in his engagements, and they put the screw on in proportion. I was very near leaving to send my wife home to her friends, having been extremely disposed of in my previous lodgings.

1879. *Chairman*.—On an average, at what length of service do sub-constables generally marry; is it a man thing to marry immediately at the end of seven years?—They do not as a rule. The average time is generally about twelve years' service.

1880. Suppose there was an allowance given to married men after ten or twelve years' service, do not you think that that would go a long way practically to remedy the grievances of the great body of the married men?—I think it would go a long way; but I do not think it would be any inducement to them.

1881. Do you think it desirable to hold out any inducement?—It might in this way, that when a policeman gets married in the service he becomes a permanent fixture. He is not likely to emigrate; he would not leave the family; but he would make the force his home, and devote his time and energy to the working of the establishment.

1882. You think that that is a desirable influence to keep alive, if without formalities?—Most assuredly. Perhaps matrimony inducements were held out to me before I was married I might have left the force, but now that I am married I would not mind them.

1883. *Mr. Mahony*.—I presume that all the men who told you they would throw up the force in the event of the pension question not being settled satisfactorily were single men?—Yes; of service varying from three to five and six years.

1884. *Chairman*.—Is there anything else you wish to add?—We hold that fifteen years should be the limit when a constable should be entitled to his full pay. It is a long time to wait for twenty years. We argue, too, from this point of view, that a metropolitan policeman when he joins the force draws as much pay as a sub-constable of twenty years' service in the constabulary, and we hold the same rank.

1885. Do many sub-constables remain in that rank for fifteen years?—They do, until the end of their time. I am a case in point. I have eighteen years' service, and I do not get as much as a recruit who has just joined the metropolitan police.

1886. Your men would anticipate the time at which he gets full pay by retiring at from twenty to fifteen years?—Quite so. It would give me a slight increase—some 3s. a month.

1887. You would leave the man of six months' service the same, but instead of not getting an increase until four years' service, he would get it at two and a-half?—Two and a-half or three. Then we ask you to take into consideration men of fifteen or twenty years' service, who, though of good conduct, have not, through some unforeseen circumstances, been promoted; because in every branch of the service a man's good conduct is rewarded. A soldier, having four years' good conduct, has 4d. a day extra; he has a penny a day for each badge.

1888. *Mr. Harrel*.—You say after fifteen years' service a man should have full pay of his rank as sub-constable?—A man should get some special recognition.

1889. Belonging to a merit class?—Quite so.

1890. If holding the rank of sub-constable?—Exactly. I do not wish to go beyond the rank of sub-constable. In the army, when a man is promoted, he loses the merit badges for the pay of whatever rank he is promoted to.

1891. *Chairman*.—Is there anything else?—In reference to holding one man responsible for the conduct of another, I would consider it an extreme hardship if sent on duty with a recruit of twelve months' standing in the service, and to be held responsible for his conduct. A man might be tolerably sober to all appearances going out, and on the way, from some extraordinary cause, he becomes unfit to proceed further. There should be some proper supervision over him, and something done to exonerate the senior. As the matter stands, the punishment is meted out to the senior instead of to the man who committed himself.

1892. As well as the man who commits himself?—Very often the senior man is fined and the guilty man only admonished. A man might have a bottle of drink in his pocket and take a feed of it, which had not time to operate before his going out.

1893. Is there anything else?—In reference to recall, the men of Waterford ask you respectfully to alter the time to 10 o'clock. They find the time very limited in winter to be shutting the door at 9 o'clock. In rural places the men would be anxious to be in at nine, finding it difficult to pass the time in the evenings, but in town this is different.

1894. Then you think any extension of the hour to 10 o'clock should be confined to the towns?—I do in reference to the towns; I am not expressing the requirements of the country police. In reference to clothing, we are not allowed sufficient to make up our clothes. We are 4s. a year out of pocket as the tailor's bill.

1895. You mean the head constable?—It is the same to him. Our great coats in towns are not able to stand the wear and tear for three years.

1896. You want one every two years?—Yes. The helmet is not adapted at all to the wear. When you get into a row and arrest a prisoner, the helmet may fall into a heap of mud and the prisoner get away. Then some friendly member of the crowd may knock you by giving the helmet a couple of kicks. If you lose the spikes you have to buy a new one.

1897. Do you mean to say if lost in the discharge of your duty?—It would be better to get one, seeing the rounds a man would have to go in getting it from the proper quarter at the public expense.

1898. You say that lately a somewhat inferior class of men to the old men are getting into the force?—Yes.

1899. Have you had experience of doing duty with those men?—I have with a couple of those men.

1900. In what respect are they practically not as good as the old men?—They are neither physically as fit for the duty, nor, from another point of view, so intelligent. It is very hard to impress upon them what they have to do at all. As a fact, it is nearly impossible to instruct some of them.

1901. I presume you would say they are not as well educated as the old men?—They are not. When a recruit measures 5 ft. 8 in. or 9 in., provided he reaches the standard, he is taken into consideration at once, whereas in former times his general physical and moral character and his literary qualifications were investigated.

1902. You have told us about the inferiority of their physical character, and also intellectually, and you also said something about moral character. Are they as decent and good a class of men in their habits as the old men?—They are not.

1903. Do you mean they are not as reliable?—There is more of the rowdy element among them. They are not as good a class of men as we were accustomed to in the force. Every man dominates three or four youngsters of his own set, and the station becomes demoralised. The constable does not know where to draw the line. He at sea with the whole party.

1404. About what time did this sort of thing begin?—For the last eighteen months or two years.

1405. For the last eighteen months or two years there have been two things in operation. First of all, has not there been a withdrawal from the ranks?—There has.

1406. And there has been also a disposition to increase the number of the force to cope with the difficulties of the times?—Most assuredly.

1407. Those two things have led to an increased demand for men?—Exactly.

1408. Supposing things got quiet and the demand became no moderate for men as in past times, do you think the authorities would be driven to accept such men?—I do not think they would, if they fell back on the old qualification, provided they respected the pension scheme and scale of pay.

1409. Mr. Holmes.—Do you think the deterioration is due, to a great extent, to the abject state of the country?—It has a great tendency to it.

1410. Chairman.—Do you think an improved pension would, under ordinary circumstances, have the effect of bringing a good class of men to the force?—I think it would. I know several civilians who had an idea of joining. In fact, the friends of a brother-in-law of my own were anxious that he would become a policeman. He got discussing the point with one of the men in the station and they said, "What is the use in becoming a policeman? Better for you to emigrate. The pension would be a mere moiety of your pay." When a man has two or three years' service and becomes a good policeman, that is the time he sees it does not pay at all to stop in the force. It will impart a better tone in the force to increase the pension.

1411. You mean men would be likely to remain in the force?—Most assuredly.

1412. Do you think the tendency has increased to leave the force of late?—It has; and it has a bad effect on those thinking of joining it. A man will say, "There must be a screw loose. When they cannot live in the force, I cannot. What is the use, then, in my joining?"

1413. Do you think the force could be relied on as a steady force if this inferior class of men continued to come in to the comparative exclusion of the good class who had come in formerly. I do not ask if they would be loyal, but would they be a steady, reliable force?—I do not think their general conduct

would be quite as good, or anything like as good, as if they were recruited from the class that formerly joined. I have known men at some stations to get into serious trouble by them. Some of them are mere lads—boys. I had the assistance of one in Waterford arresting two prisoners. He was kind enough to look on and give me no help, though I was attacked. The result was that I was six weeks under medical attendance, having got erysipelas from the injuries I sustained; whereas if I had a man of average physical power he would have restrained one of the two that attacked me.

1414. There are amongst others two classes of movements that have been in the country. First of all, there is the land movement?—Yes.

1415. You have told us the effect of that on the men. There is another, different from the land movement, and that is a movement in the direction of Fenianism, which we all know is a different thing. Is the class that is now coming in more liable to be tainted with that movement than the old class?—I would not trust them to the same extent as I would the others, because they must be more or less brought into direct or indirect connection with some of these agents that are about.

1416. Do they come from a class which is more identified with Fenianism than the farming class?—They do, most assuredly.

1417. You think that anything which would bring back the flow of the farming class to the force would contribute greatly to prevent anything like disloyalty arising in the force?—Most assuredly it would, because the farming classes have respectable friends, and they would be slow to commit anything in the force to compromise themselves or their friends; whereas an individual who is a bird of passage has no regard for his character.

1418. You think the question of pay and pension has an influence on them?—Most assuredly.

1419. And you think the question of pensions would have a greater influence on the future of the force than even the question of pay?—Decidedly it would.

1420. Mr. Holmes.—When did you first bear expression of discontent among the police at the existing rates of pay?—It has not covered a very long period. I should say in or about two years ago is the time the agitation sprang up. There might have been some slight talk of it before, but it was not of any prominent character till then.

Sub-Constable
James Browne
—
26 Aug. 1882.

[The Committee adjourned to next day.]

FOURTH DAY.—31ST AUGUST, 1882.

Present :

The CHAIRMAN, MR. HOLMES, and MR. HARNEL.

Head Constable HENRY J. MCCOY, examined.

1421. Chairman.—What position do you hold in the force?—I am a second-class head constable.

1422. Where are you stationed?—I am stationed at Arklow, and represent the non-commissioned officers of the Arklow force from the rank of acting constable up.

1423. How long have you been in the force?—Sixteen years and four months.

[1502]

1424. How long have you been a head constable?—Two years next January.

1425. How long have you been stationed in the county Wicklow?—One year and four months.

1426. Mr. Holmes.—I see you are wearing a medal. What is that for?—Saving life.

1427. Chairman.—I have the Memorial of the men whom you represent. The first paragraph deals with

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Constable
H. J. McCoy.
—
31 Aug. 1882.

G

Head
Cavalry
H. J. McCoy.
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the subject of pensions. You ask that the pension only of the men who joined since the Act of 1863 should be equalized with that of those who joined before it. Be kind enough to tell me on what grounds you apply?—On the ground that they perform the same amount of work as the men who joined before the Act of 1863, and that they incur the same expense. If their pension is not equalized with that of the men who joined prior to 1863 they are prepared to resign.

1425. You represent a body of men who have been a considerable time in the force?—Yes.

1426. And who have, of course, already gone a long way towards earning pretty considerable pensions?—Yes.

1427. Amongst those men whom you represent are there many who joined since 1863?—There are.

1428. You yourself have joined since 1863?—I joined in May 1863, and therefore I come under the old rule.

1429. When you say the men whom you represent have an inclination to resign unless a concession is made, do you confine that statement to the men who joined since 1863?—Presently. I believe some of the single constables would resign.

1430. Do you believe that they would?—I believe the majority of them would resign.

1431. Have they taken into consideration that by so resigning they would forfeit the prospect of pensions they are on their way to gaining, and therefore the advantage of the work they have hitherto done in the force?—Certainly.

1432. And notwithstanding that, you think they would resign in large numbers?—I think they would resign.

1433. Are there any other arguments you wish to adduce with reference to the subject of pensions?—That men of twenty-five years' service ought to be permitted to retire with right of pension.

1434. Do you wish to state the ground on which you base that demand?—That they should be in a position to do something for themselves and their families after leaving the force.

1435. You mean that a man who retires at twenty-five years' service is more likely to be acceptable for other employment than if he retired later?—He would have a better opportunity of doing something for himself.

1436. Is there a tendency to over the force lately at a more advanced age than formerly?—I think so, because the age was extended. I think men ought to be compelled to retire at thirty years' service with full pension.

1437. State the grounds on which you make that demand?—I fancy their work is done at thirty years' service, and that they are physically unfit for more work, having regard to the burning nature of the duties to be performed at present.

1438. We have learned that it was found desirable some short time ago to extend the age to 27 years, and later on to 30 years for entrance to the force?—Yes.

1439. Is it your experience that men are actually entering at a later age than before?—Yes; I have seen some who lately joined.

1440. From the argument in favour of compelling men to retire at thirty years' service in consequence of their being unfit for work is stronger now than they once did than they used to do?—Certainly.

1441. Have you anything else to urge on the subject of pensions?—The fact of their retiring at twenty-five would also cause a more healthy current of promotion than if they were kept till thirty years' service.

1442. Mr. Holmes.—Do you admit that Parliament as representing the nation has a right to revise from time to time the whole question of pensions and the proportion that pension should bear to pay?—Yes.

1443. Assuming that the scale of pensions that was in existence before 1863 had not been revised

at that date, do you not admit that Parliament would now have a perfect right to revise that scale?—I do.

1444. If so, do you not also admit that men joining the force after such revision would have no right to complain that they were not in as good a position as regards pension as the men who joined the force before the revision?—I do admit that.

1445. Are you not bound then to admit that the men who joined the force after 1863 have no right to complain?—I could not admit that.

1446. But legally, you are bound to admit it?—I could not, for this reason, that men joining the service had no idea of what the pensions were at all.

1447. Ignorance of the law is no excuse—they are presumed to know the law?—They are; but, as a matter of fact, they do not for a number of years, and then they get to know what their position is, and they consider it very severely.

1448. Do you think that the men whom you represent would like to be compulsorily retired after thirty years' service?—Certainly.

1449. You think they would?—Yes.

1450. Mr. Holmes.—Do you know from your experience whether the men generally, who are prudent (I am speaking of unimpaired men), are able to save money?—I am perfectly certain they are not able to save money.

1451. As a matter of fact, do you know whether any of them have saved money?—I know one in my experience to have saved money.

1452. Only one policeman in your service?—Yes, in Cork, and he was an exceptional man.

1453. Was he a single or a married man?—He was a single man of very long service, and that very man committed suicide in Limerick afterwards.

1454. Mr. Holmes.—You do not attribute his committing suicide to his having saved money?—I do not account for it.

1455. Common.—What you mean is that he was a penniless man, and actually committed suicide on the head of it?—Exactly. That is the only man I know in the service to save money.

1456. The second paragraph of your Memorial respectfully requests a permanent increase of pay for all ranks of 1s. 6d. in consequence of the increase and extra duties which you have been performing during the past three years, and are likely to continue to perform for an indefinite period?—Precisely.

1457. Be kind enough to set before us the views of your men on that subject?—In the first place, taking into consideration their unpopularity in the country, and the present high price of provisions, they consider their pay is inadequate to maintain them in a thorough state of efficiency.

1458. Before the unpopularity of the force had come to its present height, was there that demand for an increase of 1s. 6d. amongst the men?—No.

1459. Was there any demand for an increase?—No; but there was grumbling amongst the men that they were not sufficiently paid, even for the past two or three years.

1460. Do you think that grumbling referred to pay, or to the want of sufficient allowance?—To pay.

1461. You are quite sure of that?—Quite sure. I have two papers here, one relative to the pay of the Dublin metropolitan police and the other relative to the Liverpool police. We feel, and always did, that we should be put on the same footing with these police establishments, because we incur as much expense, and in fact more than they do. We have to meet our calls, putting our hands into our pockets for everything we want. We cannot invest in anything, nor can we put our families into positions in the town where we are stationed. I believe the feeling of the men whom I represent is that, if they were placed on the same footing as the metropolitan police, they would be perfectly satisfied.

1462. You spoke of the increased price of provisions; have you brought with you any detailed statement as to the present cost of living?—I have not, because I

had not time to do it, but I made a rough calculation this morning.

1460. *Mr. Harrel.*—Is it a daily, monthly, or annual expenditure?—Monthly. I have also a paper headed to me last night when passing Bony by the constable representing that district.

1461. *Chairman.*—Please to read it?—Bread, 4d; butter, 3½d; tea and sugar, 2½d; milk, 1d; two eggs, 2d; 1 lb. of beef, 10d; potatoes, 2d; vegetables, 1d; salt, pepper, mustard, &c., 1d; extra fuel and light, 1d; barrack expenses, mats, benches, &c., 1d; cooking, 3d; that makes 2s. 7d. a day, which, multiplied by thirty, will make 3s. 17s. 6d. a month.

1470. Can you say, from your own experience, or from what you have heard from other men, whether that represents an increase, and, if so, whether it is a considerable increase on the expense of former years?—Yes.

1471. Point out what items you think there has been an increase in?—Some six or seven years ago I could get as good meat for 7d. per lb. as could be had.

1472. Do you think your men pay all round 10d. per lb. for it now?—I believe they pay from 8d. to 9½d. per lb.

1473. In the rural districts?—In the rural districts I pay it, and the meat is of an inferior quality.

1474. When you put down 10d. there, do you think it the proper price?—10d. per lb. is the price usually charged for the meat if we get the best quality.

1475. I suppose an isolated force, such as yours in Wicklow, find it impossible to do anything in the way of contracting?—They cannot.

1476. Does your barrack make some general arrangement for an all round price with a butcher?—Not as far as I know.

1477. Are you a married man?—I am.

1478. Do you find there is any difference in the way in which the butchers treat the married men and the single men collected together in barracks?—As far as I know he treats them all the same.

1479. You have given us two grounds on which you seek a permanent increase of pay for all ranks. Do you wish to add anything on that subject?—I do not know that I have anything else to add.

1480. Have you had, in consequence of the late troubles, any transfer done in disturbed districts?—I had not myself personally.

1481. Had the men?—They had in the northern part of the county, and some of my own men, who went to Limerick and Kilkenny.

1482. Have you heard from these men anything about the rates they were charged?—Yes, that they were charged exorbitant rates when in Limerick and Kilkenny.

1483. *Mr. Holmes.*—You said that the high price of provisions was due to the unpopularity of the force, and hence you were charged exorbitant prices. Do you think with a return of the old amiable relations you will not be charged exorbitant prices?—I say it is owing to their unpopularity, and also the high price of provisions, they ask an increase of pay.

1484. What was your position in the force before the Act of 1874 which increased the pay of the men?—I was a sub-constable then at 3d. 6d. a month, or 39s. a year.

1485. What was your pay in that rank immediately after the Act passed?—57l. 4s.

1486. Then you had an immediate increase from 39s. to 57l. 4s.?—Yes.

1487. Were you satisfied with the increase at that time?—Well, I was. It never occurred to me that that I was satisfied at the time.

1488. Are you quite sure that the price of provisions within the last ten years has gone up all round?—I am; and within the last three years—meat, eggs, butter, and the like. For instance, we have to pay 1s. 3d. per lb. for butter, 1d. for an egg, and 9½d. per lb. for meat of an inferior quality.

1489. *Mr. Harrel.*—You have compared the daily cost of a man's living at the estimated or increased rates as 2s. 7d. a day?—Yes.

1490. Not counting other expenses of a private nature, that would leave a considerable margin, at the present time, of a man's pay?—Yes.

1491. In the lower grade of a sub-constable how much would it leave?—There is a balance of 9s. 2d. in hand after paying for the month's provisions.

1492. In addition to what is actually given by you as necessary to maintain a man, he has other expenses which he must necessarily incur?—He has.

1493. Such as beer, socks, and shirts?—Yes.

1494. When he goes from his station, he gets extra pay to cover his extra expenses?—Yes.

1495. Do you view that as satisfactory?—I do. If the 4s. 6d. might be made permanent, the men of the Wicklow force are perfectly satisfied with it.

1496. Suppose the number of extra calls on his pocket were decreased by an allowance, perhaps for best expenditure, do not you think that a young man who has not much experience, and who has only just commenced to give his services to the public, is fairly off by being able to live well and have a margin?—I do not; for instance, the humblest boy in the country in the humblest situation that any boy could hold would certainly have more than 9s. 2d., along with his food and lodging.

1497. You claim on the ground that you cannot save during your service, but the boy employed as you describe would have no prospect of pension, while you will be entitled to pension. Have you considered that?—I have not.

1498. Have you also considered in the case of men who have just joined the force, I am not speaking of those whose general usefulness and experience have become of greater value, that their pay is continuous, while that of persons in private situations is precarious?—But those in private situations have many opportunities of advancing themselves.

1499. Apart from the opportunities of advancement, as a matter of fact, do not persons in private situations experience the disadvantage of not being always on full pay?—They do.

1500. While the young sub-constable has it every day?—Yes.

1501. How do you advance the unpopularity of the force as a reason why their pay should be increased?—I will give a case in point. The other day a woman brought in better to the barrack. I asked her how much per pound it was. She said 1s. I offered her 10d. She said she would not sell it for 10d. Yet she afterwards went over to a shop and sold it for 10d.

1502. Would not that come under the head of enhanced expenditure, rather than unpopularity?—It shows we are unpopular in the country.

1503. It is not on the ground of unpopularity you make the claim, but on the ground of the enhanced expenditure arising from that unpopularity?—Yes.

1504. *Mr. Holmes.*—In order to make it perfectly clear, is it not a fact that, owing to your unpopularity, tradesmen in towns and villages charge you more for provisions than they did before the present state of the country?—I believe they do charge us more.

1505. *Chairman.*—Are we to understand there are two things operating on the question of prices?—Certainly.

1506. What are the two things?—Our unpopularity in the country is one, and the exorbitant prices are the other.

1507-1508. *Mr. Holmes.*—Is not the high price of provisions the consequence of your unpopularity?—Yes.

1509. *Chairman.*—Do you think there is no other cause for the increase in the price of provisions?—As a natural consequence, the markets have risen within the last two or three years.

1510. Do you mean they have risen against other people as well as against the police?—I fancy so.

1510*. And in addition to that, there is your own unpopularity?—Yes.

1511. The claim by married men not accommodated

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in barracks for an allowance of 10l. per annum is, I presume, for lodging allowance?—For lodging allowance.

1512. Are there many men amongst those whom you represent married?—There are.

1513. Are there about half the men of the ranks you represent married?—There are.

1514. What, as a rule, do you think the married men have to pay for accommodation for their wives?—If they could afford to get suitable accommodation, I believe they would not get it under 1l. a month.

1515. What would they get for 1l. a month?—A house.

1516. If any accommodation were given them, do you think it would substantially increase the number of married men in the force?—I fancy it would.

1517. At present, you are allowed to marry at the end of seven years?—Yes.

1518. I believe, as a rule, men do not avail themselves of that privilege so soon?—They do not.

1519. Do you think they would avail themselves of it if they got an allowance?—I think so.

1520. *Mr. Dobson*.—Then you think it would be a direct inducement to marry?—Yes.

1521. *Chairman*.—Tell me what condition the married men who live outside barracks at present bring up their families in as to food and accommodation?—I have personal experience of that, and I believe they bring them up in a very wretched way.

1522. Do you live in barracks?—I do. I am not speaking at present of the barracks in which I am, because it is capable of accommodating eight married men. It was a military barracks.

1523. But you have experience of living outside barracks?—Yes, in the county Cork.

1524. Tell us your experience of the advantages and disadvantages of your position?—The fact of having to pay a large rent, such as 8s. or 10s. a year, detains them from getting a great many necessities they require. They are unable to feed and clothe their families.

1525. Do you mean the necessities they themselves require?—The necessities the man and his family require.

1526. Do you mean to say that goes to any extent to affect his health and strength?—It does materially. A man with an empty stomach cannot be expected to go long marches.

1527. Did it prevent your having meat every day?—It did.

1528. How often in the week used you to have meat?—Twice, and if I could afford to have it oftener I would; but I was only seven months married as a sub-constable.

1529. Then you got barracks accommodation?—Yes.

1530. In your present station there is barracks accommodation for eight men?—Yes.

1531. That is exceptional, because, as I understand, your present station was a military barracks?—Yes.

1532. For how money you ask 4s. a year?—Yes.

1533. What do you pay for a pair of boots in Wicklow?—I pay 15s. for common bluchers.

1534. Which are very suitable for the purposes of your duty?—Yes.

1535. How many pairs in the year do you use?—Two, and a light pair for Sundays.

1536. The price of those would come to about 2 guineas?—Yes.

1537. Do you find, taking one year with another, you require three pairs?—I do.

1538. Do you put down anything for repairs?—From 12s. to 15s. for repairs. For keeling and soles we pay 4s.

1539. That would bring it up to 23, 15s. Do you not think that that allowance, which is considerably less than 4l., would be enough to meet the ordinary wear?—I do.

1540. *Mr. Dobson*.—You said that as a married man you were not able to have meat every day?—Yes.

1541. Witnesses before you have compared the

position of the police with that of high-class artisans. Do you, from your experience, think that high-class artisans who are married can afford themselves the luxury of meat every day?—I believe they can.

1542. Have you considered what would be the annual addition to the cost of the force if your demands both under the heads of "increase of pay" and "allowance to married men" were granted?—I have not.

1543. *Mr. Harvel*.—Do you know what the married men who are in lodgings at present are paying?—I heard that some of the men have to pay 10s. a month for one room, and that a very bad one.

1544. *Chairman*.—Your next demand is that unfavourable records should be wiped away after a period of five years; and I suppose you think that, in computing pensions, the effect of unfavourable records should be removed altogether?—Certainly.

1545. But you would not go so far as to say that the effect of unfavourable records should be removed altogether in estimating the right of a man to promotion?—I say an unfavourable record should be wiped out after a period of five years.

1546. But not altogether?—Not altogether.

1547. You think it would be fair that a man's career within certain limits should be looked to when he is seeking promotion?—Yes.

1548. If you have any special case of hardship which you would like to bring forward we will hear it?—Thirteen years ago I happened to be fined 5s. by the county inspector for not being properly dressed on barracks duty. That is the only unfavourable record I have, and I never thought of it until I came to Wicklow a year and a-half ago, when it was the first thing I saw. I thought it very hard that after the expiration of thirteen years the unfavourable record should be before me.

1549. I presume that, being now a head constable, you must have removed the effect of that so far as promotion goes?—Certainly.

1550. What effect will it have on your pension?—I expect it will have none, because it is a fine by the county inspector. There is a difference between a record in the case of a fine by a county inspector and that in the case of a fine imposed by the Inspector-General. A single fine by a county inspector does not militate against a man's promotion, or count as regards his pension. But two fines by a county inspector are counted as one unfavourable record, and are exactly similar in their results to a punishment inflicted by the Inspector-General. I go in for this, that the county inspector should have no power whatever to fine men, but that any offence they commit should be submitted to the Inspector-General for his decision.

1551. State the practical grounds on which you rest that claim?—Because the county inspectors, if they find any small matter wrong, have power if they wish to fine a man 5s. or 10s., as the case may be.

1552. Is it the experience of the force that the county inspectors make a harsh use of that power?—It is.

1553. Do you mean by that, that it is used against particular men who happen not to be his favourites, or that it is used generally with too much harshness?—That it is used with too much harshness, especially if the county inspector happens to be in bad humour, so vexed that he is apt to fine a man which he would not do under similar circumstances in his cooler moments.

1554. Do you not think it is necessary to give the county inspector some power of limiting on those minute regulations?—He could order some other punishment besides a fine—an additional punishment.

1555. What other?—Such as punishing so many times a day.

1556. You would have no objection to leaving that power in the hands of the county inspector?—No.

1557. Is it on account of the present system you object to the county inspector having the power of fining?—Yes.

1558. Then supposing the present effect of the record of fines was removed, would you have any objection to leaving the power of inflicting fines in the hands

of the county inspector?—I would not leave the power of inflicting fines in the hands of the county inspector under any circumstances.

1559. *Mr. Harrel*.—You say, as an alternative power to the county inspector, you would give him power to order a man additional parades?—Either additional parades, or to send him out of his turn on duty.

1560. But having regard to the fact that the police do not exist for parade purposes, would it not be to the prejudice of their services to the public if the county inspector paraded them unnecessarily in advancement of the discipline of the service?—They could very easily find time for that; their time would not be always employed. If the county inspector did not order extra parades, he might order a man to attend a fair or two out of his turn.

1561. Do you think that would be received as a popular change by the force?—I think it would.

1562. The amount of fine that can be imposed by the county inspector is limited?—It is limited to 10s.

1563. The regulations give any man so fined, or fined in the smallest amount by the county inspector, the power of appeal to the Inspector-General?—Yes.

1564. As a matter within your experience, have you known of men to appeal?—No; but I have heard of men who did. I would not like to be the person to appeal.

1565. As a rule, the men do not appeal?—They do not.

1566. You may give your reasons, if you think it advisable?—I think it would not be advisable.

1567. *Mr. Holmes*.—How frequently in the year are you inspected by the Inspector-General?—We are supposed to be inspected once a year.

1568. Do you see the Inspector-General every year?—No.

1569. Do you think the men would like to see more of the Inspector-General?—We would be glad to see him, if his duties in Dublin permitted; and I am sure that if Colonel Bruce, who is deservedly popular with the men, went amongst them often, it would have a very good effect. If the men knew him better, too, he would be more popular still.

1570. *Chairman*.—What is the next matter you wish to bring before us?—Extra pay.

1571. On the subject of extra pay, what representations have you been desired to make?—To ask that the present scale be made permanent.

1572. *Mr. Holmes*.—That is what is mentioned in the last edition of the Code?—Yes, with the additional 1s. The allowance there made is, in our opinion, quite sufficient to meet our requirements for a night. The men desire that "back charges" should be discontinued. The regulation at present on the subject of back charges is, that they can be performed at any time within twelve months. If a man commits a breach of discipline, it is not required that the man who makes the charge against him should at once put it in writing; and this refers particularly to cases in which superiors in rank are reported by their inferiors. On the contrary, he may, as it were, hold it in his sleeve for six months, and at the expiration of that period be permitted to prefer it. A man should make his charge at once, or not at all. I will give you a case in point which refers to myself. On the 13th September, 1881, I should have reported a sub-constable in the barracks for insubordination. I did not report him, and the reason was owing to his wife being in a delicate state of health—in consumption—and having five helpless children, and the doctor stating that if I reported the man I would be answerable for his wife's death. The sub-constable was present, and also the senior constable of the station. On the 17th of this month, the wife of the constable in the barracks, whom I had reason to suspect for some irregularities connected with herself, wrote a letter to the county inspector, stating that I overlooked the sub-constable last year, but could not give the date; and that I was in the habit of taking out the transport car with my family. Only yesterday I got the charges

framed against myself from the sub-inspector, to admit or deny them. I must admit the charge of neglect of duty in not reporting the sub-constable, subject, however, to explanation; and I must also admit the charge of taking out the transport car on two occasions in twelve months, when on exercise, and my wife was with me.

1573. When you say "on exercise," what do you mean?—The man in charge was going out to exercise the horse, and invited my wife and myself on the car. I consider it a grievance that those charges could be established.

1574. *Chairman*.—Is there anything else?—It is held to be a grievance that a senior should be made accountable for the actions of a junior when they are on duty together. Every man should be responsible and accountable for his own acts.

1575. Is it because there are cases where a junior man escapes from the control of a senior and the senior is held responsible?—Yes; I will give you a case in point. I knew a constable to have been fined for separating from a sub-constable when on duty. The two men went into town to purchase provisions. The constable was after being removed into the country shortly previous to that, and his wife was living in lodgings in the town. He told the sub-constable to remain in the day-room at the barracks until he came up from visiting his wife; the result was that the constable was reported for separating from the sub-constable and fined.

1576. *Mr. Holmes*.—And that fine would count against his pension?—Certainly it would.

1577. *Chairman*.—Do you wish, as has been told us by other men, that promotion should be not by seniority, but over the entire country?—I would propose that no man should be promoted under five years' service. There are at present some constables with only three and four years' service. I would have the promotions according to seniority, combined with intelligence and professional knowledge. Let every deserving man be examined, and his papers sealed and forwarded to the Inspector-General.

1578. For the purpose of promotion?—Yes; but I would let the men on the county inspector's lists at present for promotion be promoted before this takes effect.

1579. *Mr. Holmes*.—That is in justice to them, so as not to interfere with vested interests?—Yes.

1580. *Chairman*.—The examination is at present conducted by the clerk to the county inspector. By whom do you suggest that it should be conducted?—I entirely object to that. The examination should be conducted by an examiner sent down from the Department once or twice a year, as the case may be.

1581. How long would it take to exhaust the county inspector's lists at present existing?—I could not tell. That depends on the number on the lists.

1582. *Mr. Harrel*.—As a matter of fact, do you know that it would take years?—It would take two or three years at all events in any county; but if the men are permitted to retire at twenty-five years' service I am sure a great many will leave, and so create vacancies.

1583. *Chairman*.—What is the next subject?—That if a candidate fails at an examination he should be allowed to come up again and get three chances within five years. The next point is, that all promotions should be from the ranks, for the purpose of creating a healthy current of promotion.

1584. You now come to the subject of promotion to the rank of sub-inspector?—Yes.

1585. Then the men who sent you here are in favour of promotion to the position of sub-inspector from the ranks?—Yes.

1586. Do they wish to have all the posts of sub-inspector filled up from the ranks, or only a majority of them?—All, the same as in every other force; for instance, the Dublin metropolitan police force and the English police forces.

1587. What is your opinion as to the capacity the men already promoted from the ranks have shown for

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holding command over the others—do you think they have been successful?—I think they have.
1587. You think the experience they have had in the ranks has made them useful officers?—Yes.

1588. Mr. Hobson.—You do not think the appointment of men from the ranks would create any jealousy in the force?—Not at all.

1589. Mr. Barrett.—When you said that men should be promoted by seniority, also having regard to professional fitness and character, did you mean that the seniority should be seniority in the force, or seniority in certain divisions, such as counties, or a group of counties or provinces?—In counties.

1590. Then are you in favour of retaining the system of promotion by counties up to the rank of constable in contrast with some other propositions

which suggest that the promotion should be general in the whole force?—I am in favour of promotion by counties up to the rank of constable.

1591. You think that, if taken by seniority, and on a fixed principle, even by such divisions as counties, justice would be done in the aggregate over the whole force?—I do.

1592. Chairman.—The Committee see that your Memorial winds up with a declaration that the men who feel pained and grieved to learn that it has been said they were wanting in any way in loyalty and discipline, as they intend to be loyal and faithful. Then, I presume, that the late occurrences have not in any way shaken the determination of the men to be loyal?—By no means.

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1593. Chairman.—How long have you been in the force?—Twenty-three years and eight months.

1594. How long have you been in Wicklow?—Fourteen years and eight months.

1595. You represent the sub-constables of the county Wicklow?—Yes.

1596. On the subject of pensions you have heard the evidence of Head-constable McCoy. Do you agree generally with that evidence?—I think I have a better knowledge of the feeling of the men in the lower grades than the head constable has had an opportunity of obtaining.

1597. From your knowledge of the feelings of the lower grade, will you state their views as to an increase of pensions?—I will. A young man joining the police force has not the slightest idea of the line of life in which he is embarking, and it is only after four or five years' experience he begins to see it, when old, experienced men like me, perhaps, out at night on patrol, begin to tell him what his prospects are.

1598. Mr. Hobson.—Will you explain what you mean by "prospects"?—I mean with regard to his pension. We begin to tell him the difference between his prospects now and if he came in before 1860.

1599. Why do you keep it a secret for so long a time as four years?—I might say he has not made up his mind until then whether he will stop in the force at all or not. That is the case with most of them. I do not think a sub-constable is rightly able to see his way before that time. I know I was four or five years in the force before I knew what Act of Parliament I joined under, or what pension I would enjoy, suppose I did stay in the police.

1600. Taking the men who joined since 1860, do you think there are many who passed a considerable time in the force without understanding exactly their position as regards pension?—I think it takes a man generally three or four years before he begins to understand it definitely.

1601. Does not that answer assume a very low intelligence on the part of the police, and a wonderful want of interest with regard to what concerns them?—It is only then they begin, if they are satisfied with the line of life they embark in, to think of making a provision of it. A young man will, in some instances, join simply to get away from home.

1602. Chairman.—Is your argument this—that when they discover, after the lapse of some time, they are in a position as to persons less advantageous than that of the men who joined before 1860, they consider it a grievance and an injustice?—It is. They then begin to feel it; and from my knowledge of the young men of the county Wicklow force, I think there is a general tendency among those of seven years' service and downwards to leave the force if the pensions are not equalised.

1603. Do you think that is a strong and deep-seated feeling amongst these young men, or is it only a passing

feeling?—I do not believe it is a passing or temporary feeling. Some of them mean it, and others do not.

1604. Mr. Hobson.—It is a threat on the part of some they do not intend to carry out?—The generality of them do from the period of service I mentioned downwards.

1605. Chairman.—Do you mean to say they do not intend to do it, or that, when it comes to the point, they will not do it?—I think they will do it. They are awaiting the result of this Committee; and plenty of them never had the means of doing it before.

1606. What means have they now that they had not got before?—Most of them got 18s. or 16d. about a fortnight ago, and put it up for that purpose.

1607. Mr. Hobson.—Is it to pay their passage to America or Australia?—Exactly so. That is my knowledge of their feelings on the subject.

1608. What is the entire strength of the force in Wicklow, taking all ranks into account?—About 199 men. There are some vacancies.

1609. About how many would be of seven years' standing and under?—About sixty. As I have already stated, men from seven years' service downwards intend to leave the force if, after this Committee, they find the pensions are not equalised; and as far as I can ascertain their feelings, I understand that some men of over that service will go too. The men who joined since 1860 say they have the same work to do as the men who joined prior to 1860, and having the same amount of hardship, and everything else, they do not see why the Government should not treat them all alike.

1610-1611. Do not you think that the young men joining now and lately, since this question has been discussed, know very well what the pension law is with regard to pensions?—I do not believe there is one out of ten who thoroughly understands it.

1612. Chairman.—Do you wish to add anything else on the subject of pension?—The young men look at it in this way. When an old policeman leaves the force, if he has to go to look for a situation or associate with civilians, he is very often quite unwellcome amongst them. He is generally regarded as a sort of spy, either in a gentleman's place or in any other situation he goes to.

1613. Therefore, he has a difficulty in getting employment?—I do not exactly say there would be a difficulty in getting it; but there would be a difficulty in suiting himself in a place and remaining in it because in the present state of the country he would be afraid to live in a rural district.

1614. Then is this a difficulty that has sprung up or increased of late years?—It has decidedly increased of late years.

1615. Mr. Hobson.—Did it exist at all before late years?—I have considerable experience, and an old police pensioner was never very desirably regarded in a situation.

Sub-Constable
James
McPherson
—
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1614. *Chairman*.—By those around him?—By civilians. There was always an amount of distrust.

1615. Do you mean on the part of his employer?—Not on the part of his employer, but on the part of those, perhaps, over whom he was required to have supervision. Taking that into account, the men who joined since 1866 consider they ought not to be looking for a situation when they leave the force. If they spend their lifetime in it, they are entitled to a way of living independently of any situation.

1616. Do the rates of pension given to men who entered before 1866 enable them to live independently of any situation?—If not encumbered with a large family they do.

1617. But I suppose a great many of them have large families?—Generally speaking, they have. Policemen get married at an early stage of their service or other. If they are encumbered with a family, and particularly a young family, they must look for a situation.

1618. But take those that have not families and are not encumbered, do they live on their pensions or get situations?—That is discretionary with themselves. They can live on their pensions.

1619. As a matter of fact, is it according to your experience that they live on their pay, or do they get situations?—I have seen instances where they look for situations, and again others where they retire and live on their pensions.

1620. Under the present system, as a rule, when they leave the force they are too old to get very good situations?—A man who has never attained rank in the service (I mean who has worked as a sub-constable for thirty years), is, except in very rare instances, fit for nothing; he is worn out, because he has always had the heavy end of the work.

1621. Any system, then, which would enable him to retire earlier would increase his chance of enabling him to get a situation and to do the work?—Decidedly it would. A sub-constable who has worked for twenty-five years ought to be let retire.

1622. Do you also hold the opinion that there should be compulsory retirement at the end of thirty years' service?—I do.

1623. State any reasons you wish to add to those given by the head constable on that subject?—I am only speaking on behalf of the sub-constables, and I do not see what inducement they could have to stop in the force after thirty years, but if they were ever so inclined they ought to be made so; because a man is useless, in my opinion, after thirty years' service.

1624. Whether inclined or not, he ought to be made to go?—I think he ought. He cannot be fit for active service.

1625. *Mr. Holmes*.—Would you say a man of 48 years of age would be fit for active service assuming he enters the force at 18 and serves thirty years?—I say if he served thirty years in the rank of sub-constable he would be useless.

1626. *Chairman*.—On account of the greater amount of duty a sub-constable has to perform?—Yes.

1627. *Mr. Holmes*.—Do you, speaking upon this subject, express the general views of the sub-constables?—I do not; I only express the views of the sub-constable of Wicklow as far as I could understand their feeling.

1628. *Chairman*.—That is to say, you come here professing to express their views?—Decidedly.

1629. Do you think those views are peculiar to the Wicklow man, or are they generally held?—I do not know; I have not had experience of any other county for the last fourteen years.

1630. *Mr. Harvel*.—The question of compulsory retirement as regards sub-constables partially is not an important one, inasmuch as very few will be found to remain after thirty years?—I think not.

1631. Is there one sub-constable in the county Wicklow at present of over thirty years' service?—I know a few sub-constables who are only waiting to complete the thirty years to try and get away.

1632. As a matter of fact, you do not know of one

who has over thirty years' service and who would be inclined to stay?—I do not.

1633. *Chairman*.—Do you agree that all ranks as well as sub-constables should be compelled to retire after thirty years?—I do. It would stimulate young men, knowing that the old men would have to leave at thirty years' service to remain in the force with the prospect of pension.

1634. On the questions of pension and voluntary and compulsory retirement, do you wish to add anything else?—I think not.

1635. *Mr. Holmes*.—Suppose that all the men who joined the force since 1866 were aware that they were not under so favourable a scale of pension as the men who joined prior to 1866, would they have any fair ground for complaining of their position, having known it?—That is rather a difficult question for me to answer. I know from experience that a man joining the force never looks into what his pension is.

1636. I said, "supposing he did know?"—I could not answer that question; I could not give an opinion.

1637. Do you think the police ought to be in a better position as regards pension than the other members of the Civil Service, or do you think that the members of the Civil Service should be allowed to retire upon full pension after a certain number of years' service?—I think there are few civil servants under the Government whose duties are so onerous as those of the police are at times.

1640. *Mr. Harvel*.—When you speak of the men who joined since 1866 believing themselves entitled to be placed on exactly the same footing with the men who joined prior to 1866, do the men who joined since 1866 remember that those who joined before that date were serving for many years on a scale of pay very much smaller than that which the 1866 men have enjoyed?—I frequently tried to impress that on their minds—the advantages they have as compared with the old men in that respect.

1641. That is the reason I am glad to have an opportunity of speaking to a sub-constable of twenty-three years and eight months' service. At one time, I know, you drew pay which only amounted to 2*l.* 5*s.* 6*d.* per month, and for many years you lived on that?—I had to do it.

1642. And your next increase was a small one as compared with that which was granted to you in 1872, and you turn the burden and load of the day, while the majority of the men who now want the same scale of pension which you, under those circumstances, obtained, had always good pay as contrasted with the small pay which you formerly had. Do you not think, then, there is, I do not say much unreasonableness, but some amount of unreasonableness in not giving you credit for that?—I would be reasonable enough myself.

1643. It is not your reasonableness, nor do I say it is very unreasonable. A man has a right to ask for everything he can get. But do not you think there is some unreasonableness in not recollecting how much better their pay always has been than yours, when they ask to be equalised with you as regards pensions?—It is very hard to impress that upon them.

1644. Do not you think there is?—I would rather not give an opinion.

1645. Would there not be nearly as good a right on your part to claim retrospectively the difference in pay between the present rate and the old rate as they have to claim prospectively the difference in rate between your pension and theirs?—There would not exactly.

1646. But still there would be some analogy?—There would not; because on going to my first station I could buy the best Irish bacon at 5*d.* per lb., butter at 8*d.* per lb., and eggs at 5*d.* per dozen. The prices of those articles are very much changed now.

1647. What is the actual difference between the pay then and now?—It is more than double now. As we are dealing with pensions, there is another matter I wish to suggest as to the system under which I come of pensioning men. It is divided into periods of five years, counting from fifteen to thirty years' service. In the event of a man's constitution breaking up any

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time between the fifteen and thirty years he must leave the service, and if he has been nineteen years and nine months he gets nothing for four years and nine months of that period of service.

1648. That is to say, he is pensioned on fifteen years' service?—He is, and the men generally feel that as a grievance.

1649. Are you aware of any case within your knowledge lately in which that mode of fixing the pension was practised?—I never heard of a case contrary to that rule with the men who joined before 1866.

1650. Can you give me any individual instance recently in which that has borne hardly?—I cannot myself of my own knowledge, but I was told of an instance.

1651. Then you do not know positively of an instance in which this has borne hardly?—No; but I know of its being in existence. I have known of a man of twenty-three years and a-half service to be discharged on a twenty years' pension.

1652. But do not you know it was altogether on account of his service being twenty-three years and a-half, and not having attained to forty-five years, that he got the twenty years' pension only?—Decidedly.

1653. *Chairman.*—Now come to the question of pay. In the first place, I believe the men when you represent demand, as well as those represented by the head constable, an increase of pay of 1s a-day?—Yes.

1654. Do you wish to put before us, in addition to what was said by the head constable, any views in reference to the demand for increase of pay?—I do not think I could supplement the head constable's statement, except that it is the general feeling among the men that at ten years' service a man is as good a policeman as ever he will be, and that he ought to attain the full pay of his rank at that service.

1654^a. Where are you stationed?—In Arklow. The head constable and I belong to the same station.

1655. Have you had much experience in rural stations?—I am fourteen years and eight months in the county Wicklow, and I have been in four different stations in the county.

1656. Is the daily cost of living in the country stations smaller or greater than in Arklow?—In some of the stations it is more, taking into account the distance from market or a good shop, and the additional expense conveying provisions home. In fact, it is worse in the county stations than in Arklow.

1657. In order to get meat in the country station, you have to go to the nearest town?—You must go to the nearest town, and you can only bring a small quantity, unless you are inclined to come in.

1658. Suppose your country station is in a small village, is not there a butcher generally in the village?—You might have a butcher who would kill a little mountain sheep two or three times a-week; but he has no contemplation for beef, and if the men want beef they have to go sometimes 14 or 15 miles for it.

1659. They prefer beef to mutton?—They do when they can get it.

1660. Out of the 190 men stationed in your county, how many of the rank of sub-constable are married?—About fifty.

1661. Can you supplement what the head constable said on the subject by telling us how many non-commissioned officers are married in your county?—There are about twenty-five non-commissioned officers married. There are seventy-five married men in the entire county force.

1662. How many of these men have accommodation in barracks?—The twenty-five non-commissioned officers, except five, have accommodation. They have a prior claim to the sub-constables.

1663. How many sub-constables have accommodation?—About fifteen.

1664. You make out there are about thirty-five sub-constables and five non-commissioned officers married in the county Wicklow without barracks accommodation?—I am not accurate, but that is as near as I could go.

1665. Can you describe to us the quality of

lodgings and the mode of life of those married men who live outside barracks?—I was a married man paying for lodgings myself outside barracks for nine years.

1666. At what rate?—At 9s. a-month, but when my family was small I had one room at 5s. a-month in a country village.

1667. Would those rates be more in the town?—They would decidedly. There is only limited accommodation in most country stations. The constable of the station has the first claim to the accommodation. There might be some spare accommodation. A man when he gets married could perhaps be accommodated for a year or two until he has a couple of children, and then he must go to lodgings. This is generally the case.

1668. Am I to gather from that that the fact of the accommodation happening to be available at the moment, there would be some inducement to a young man to get married?—No; I do not mean that, because a man would be at once transferred from the county on getting married.

1669. That could not be an inducement, then?—No. They know nothing about the accommodation when getting married. When a man's family grows up he has to take a house solely to himself and his family. Once he has more than two children, he will not get a room. His children get trouthens, and except in a poor place, people will not be bothered with them. For every two children you have, according to the regulations of the force, to provide a bed, if you have barracks accommodation. For instance, I am located in a military barracks with my wife and eight children, and I have four beds and a cot in one room.

1670. Do you all sleep in one room?—We all sleep in one room. There are five more married men in the same barracks with similar accommodation. One of the men has eight children too.

1671. *Mr. Harrel.*—But those are large barracks rooms?—Large barracks rooms.

1672. *Mr. Holmes.*—Do you agree with the head constable, that lodging allowances to married men would have the effect of encouraging early marriages?—I do not agree with the head constable in that.

1673. *Chairman.*—Do you agree with him that at the present time men do not avail themselves when seven years in the force of the right to marry?—They do not, but just according to it suits them. The reason I do not agree with the head constable that lodging allowance would be an inducement to young men to get married is this, that the lodging allowance would be no benefit, as he would have to expend it on the lodgings.

1674. *Mr. Holmes.*—Men marry without a lodging allowance, but is it not likely that some men may hesitate to marry in consequence of not having a lodging allowance?—I do not think it would affect a man that was inclined to get married one way or another.

1675. *Mr. Harrel.*—Do you think it would neither encourage him nor deter him?—I know when I was going to get married it would not.

1676. *Chairman.*—Passing to the subject of boot money, do you agree with the head constable's calculations as to the amount necessary for boot money?—It would take two strong serviceable pairs of boots and a pair for Sunday to do a man in the year. In the mountains of Wicklow he would not do.

1677. *Mr. Holmes.*—Why do you say Sunday?—You require to be a little more respectable-looking on Sunday than on a week-day, and the pair of boots you wear out in the gutter on patrol on a week-day would not be fit to wear on a Sunday morning.

1678. *Chairman.*—Do you agree that all unfavourable records should be wiped away after a period of five years?—I do. I have something more to say on the question of the records, because I have had a better opportunity of knowing the feelings of the men than the head constable had. As records stand at present, a man is actually punished for an unfavourable record whilst he lives.

1679. *Mr. Harrel.*—You mean by deduction from his pension?—I do; and perhaps forfeiting a portion

he would be otherwise entitled to as a regular promotion.

1686. As regards the fact of its being a severe punishment in the shape of a fine, and also an annual decrease from the pension for every year he may happen to live and draw it, we have had that very fully placed before us, showing how cumulative even the monetary penalty is as the result of unfavourable records. But would you say anything you think, or those whom you represent think, as to how it affects promotion?—I would say if a man conducts himself for five years he ought to be eligible for promotion afterwards—that is, from the date of the last conviction, if I may so express myself.

1687. Is there anything else you would like to say on the subject of unfavourable records that the head constable has not said?—I would be speaking against what I believe if I said he should be put on a footing with a man who had no records—that is, in the event of his being reported again for any misconduct, I would punish him more severely on account of his previous record than a man who had never been punished in the force.

1688. Your idea resolves itself into this, that for purposes of pension you would have a certain period of good character wipe the record away?—Yes, absolutely.

1689. But for purposes of promotion, or for purposes of measuring future punishment, you would attach what value it might have to the previous character of the man?—I would keep the record against him for the purpose of visiting future punishment; but if he conducted himself well for a period of five years, he would have as good a right to promotion as any man. At the same time, I would not wipe away the record; I would keep it there.

1690. But service and other things being equal, even as regards promotion, in the interests of your own class, you would say that a man who had a spotless character deserves to be preferred to the other?—He should. I admit that; and I would not be for wiping out the records against a man, though I have been punished myself; but I am stating what I believe to be a fair system.

1691. Is there anything else you would like to say about records?—No.

1692. Chairman.—Do you agree with the head constable, that promotion in the ranks would be made right by the reforms he has suggested without giving up the system of promotion by counties; or, would you prefer to get rid of the system of promotion by counties, and have the promotion all over the country?—I think, if the promotions could be arranged as the mounted men are promoted now, it would be more advantageous and fair than the present system.

1693. Mr. Harrel.—That is generally through the force?—Yes.

1694. Chairman.—Then you are not in favour of county promotion?—I am not, and I can give reasons. I know of my own knowledge where one man will be a constable at four years in one county, and a man of unblemished character will be fourteen years in another before he gets promotion.

1695. You think the inequalities of the county system ought to be remedied by making the promotion a thing over the whole country?—That is my opinion.

1696. Do you approve of the system of promotion by seniority, records, and examination, as recommended by the head constable?—The head constable would promote a man of five years' service; but I would have no man promoted under seven years' service. My reason for saying so is this, that a class of young men joined the police force of latter years who had much greater facilities of education than the men who joined in my time, though, in point of fact, the old experienced men may be generally better policemen than the young, intelligent, and better educated men.

1697. Mr. Harrel.—That is in one respect?—In point of learning and literary qualifications the young men are superior, but their knowledge of police duty

is, perhaps, inferior to the old men who is looked over.

1698. That is the only difference between you and the head constable, that you would say seven instead of five years?—I would say seven.

1699. Chairman.—Do you agree with the request that promotion to the post of sub-inspector should take place from the ranks?—It is the general feeling of the sub-constables as far as I heard; I have very little to say on the subject.

1700. Mr. Harrel.—Have you experience of the working of the select list in your county by which certain constables attain the position of head constable at an early period?—If I were to give my opinion, or if it went for anything, I would have no select list.

1701. Is that your personal opinion, or is it shared in by the men whom you represent?—I could not say it is shared in by the men; I should not go so far as that.

1702. Then as to the special list by which certain men get promotion at earlier periods for favourable records, do you think it is a desirable thing that it should be continued, or is it a popular method of promotion in the force?—It was not a popular method of promotion, because it was believed generally that some of those records were not rightly obtained.

1703. You mean the favourable records for good police duty?—Yes; that they were sometimes obtained, if I may so express myself, under false pretences, by fraud, and by the strong recommendations of officers. At least, it was generally believed.

1704. Is there anything else that you would like to bring under the notice of the Committee?—I have to say further with regard to promotion, that the sub-constables of the county Wicklow are dissatisfied with the mode of examination.

1705. That is in the county inspector's office?—Yes.

1706. Then you concur in what the head constable said on the subject?—I do. I think the county inspector's clerks should have nothing to do with the examination. An examiner should be sent periodically, and the papers forwarded to the Inspector-General.

1707. Chairman.—You object to the system of examination by the county inspector's clerks?—I do.

1708. Tell us why?—It is a matter of economy that a county inspector's clerk can get when he likes promoted. It is the prevailing idea among the sub-constables that it is a sure step to promotion to get "great" with the county inspector's clerk, and keep him on your back.

1709. Mr. Harrel.—It is the clerk who sets the papers and gives out the direction, though the county inspector happens to be present?—It is; and frequently the clerk has more to do with it than the county inspector.

1710. Chairman.—Are there any other topics you wish to speak of in addition to what the head constable has said?—With regard to married men in barracks, children up to 14½ years are compelled to sleep out of barracks, and it is often a great disadvantage to the fathers and mothers. Thus the children have to quit the barracks at an age when they require the vigilant eye of the father and mother over them, particularly female children. It is a great grievance to the police, together with that of having to pay for lodgings outside.

1711. Do you think the presence of such children over 14½ years of age would lead to immorality and disorder?—I think not.

1712. Are you aware why the rule was made that children of that age should not live in barracks?—I think it was a mistaken notion on the ground of morality.

1713. What was the notion on morality?—The authorities, I think, considered it more wise to have the female children out of barracks.

1714. Were they afraid that where there were several young men it might be dangerous?—Yes. I think that is a mistaken idea. A child of 14½ years of age is safer and better under the vigilant eye of her

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father and mother is banished then she is turned outside the barrack gate at 10 o'clock on the side of a street to live in a low lodging-house, a policeman being unable to pay for a respectable one.

1709. *Mr. Harrel*.—When you contemplate the case of a young girl of 14½ years of age, have you also considered that, by removing that disability you would leave it open to members of a married family of any age to remain in barracks for an indefinite period of time?—No.

1710. You would, then, place a limit?—I would.

1711. To what age would you extend the privilege?—A young girl should be sent to some business at 16. She is educated then if she ever will be.

1712. Then, in point of fact, do you suggest that the period should be extended for one year and a-half?—I do. She will be fit then to go to service if her father was unable to give her a trade. She will be able to earn her own bread.

1713. You think that would be a reasonable period?—I do; because in the present state of things a man with a grown-up family, a sub-constable particularly, is not able to pay for respectable lodgings outside.

1714. *Chairman*.—Is there any other matter?—There is another matter to which I wish to draw your attention. There is a side in the force by which a soldier man is accountable for the misconduct of his junior when both are sent on duty together. That is a great hardship and a grievance.

1715. *Mr. Holmes*.—Have you anything else to add to what the head constable has said already on that point?—No.

1716. *Chairman*.—But you wish to impress upon us the importance of that point?—I do. There is also another matter. The last time I had an opportunity of speaking with the men in general, they complained of the allowance for fuel and light as insufficient.

1717. That allowance, I believe, is intended for the guard-room?—Yes.

1718. In your county is the allowance applied for the guard-room enough for the purposes of the guard-room?—It is in the summer time, but not in the winter.

1719. Do you mean that you want a sufficient allowance for the guard-room, or that you want an allowance that would meet the purposes of cooking as well?—No, an allowance for the guard-room.

1720. You complain that the present allowance is insufficient?—Yes.

1721. What increase would be necessary to make it a sufficient allowance?—I think it would take a ton of coal per month, and that would cost 1*l*.

1722. *Mr. Holmes*.—Do you mean a ton of coal to light one fire?—I do.

1723. *Chairman*.—Is it burning all night?—It. The guard is there, and requires a fire all night.

1724. What weight of coal does the present allowance enable you to get?—There is a deduction for light from it. It would not buy half a ton—say it would be about 9 cwt.

1725. *Mr. Holmes*.—You do not require a fire in the guard-room the entire summer?—In the summer months there is little burned. The single men would be rebuffed if they were not able to have them.

1726. *Chairman*.—Does the saving in the summer enable them to get enough?—It does not.

1727. Does it go further than enabling them to get half-a-ton?—That is all they are able to do in the winter months even with what they have saved.

1728. *Mr. Harrel*.—Do you in your barracks keep a separate account for the guard-room fire as distinct from the kitchen fire?—The head constable keeps it.

[*Head Constable Henry J. McCoy*.—I have no connection with the kitchen. The single men use the kitchen and day-room together. They have a fire in the day-room, and they cook in the kitchen. I give them the money for the allowance, and there is no distinct account, and in point of fact it could not be distinctly stated whether the allowance suffices or not.]

I have never known the guard-room to be without a fire more than two months in summer.

1729. *Chairman*.—But you spoke of the fire-money being insufficient. Do you spend the allowance for fuel altogether on the guard-room fire, or do you use some of the coal purchased with that allowance for cooking?—There is some of the coal used for cooking in the summer months, and the single men keep the barrack fire in the winter. We have generally a fire in the guard-room in June and July, and the single men keep as in a fire the rest of the year is return.

1730. Do you mean that some of the money expended in the purchase of fuel for cooking goes in the winter months to make up for what is got from the guard-room fuel for cooking?—I have no connection with it; I am a married man.

1731. *Mr. Harrel*.—You, as a married man, live away from the barrack?—Away from the day-room.

1732. You are placed under no charge for extra fuel?—I have nothing to do with extra fuel.

1733. You, in common with the other sub-constables, use the guard-room when you are barrack guard?—I do.

1734. And the amount for fuel at the station is managed by the single men whose cooking is done at the station?—Yes.

1735. Then their account for kitchen and day-room fire is all kept under one expenditure and for one supply of coal?—Yes.

1736. They make the public allowance go as far as they can, and they supply the balance?—That is so.

1737. During the two summer months the single men are not obliged to expend anything on the guard-room fire?—They are not.

1738. They take the entire allowance for their cooking purposes?—Yes.

1739. As a set-off during the winter time, they spend more than the allowance on the guard-room fire?—They do.

1740. They bear the whole expense themselves, and charge you and the other married men nothing?—That is so; but I have frequently heard them complain of what it cost in the winter. They say they would sooner it was managed in the guard-room, and that they should have nothing to do with it.

Constable JAMES LONGHEAD, continued.

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J. Longhead.

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1741. *Chairman*.—How long have you been in the force?—Eighteen years and six months.

1742. How long have you been a constable?—About four years.

1743. In what part of Wexford are you stationed?—I am in charge of a station—Oylgate.

1744. How long?—Since October 1877.

1745. What parts of Ireland were you stationed in before that?—I served in Waterford in a joint station three months. The station was discontinued for some

time, and I was drafted to the county clerk. I next got married to a Waterford person, and was transferred to Wexford.

1746. You represent the non-commissioned officers of Wexford county?—Yes.

1747. Do you know the relative strength of the force in the county?—Not exactly. The county is short-handed. There were men transferred to Cork lately.

1748. The first paragraph in your Memorial begins by saying that, taking into account the heavy duties of the

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but few years, the high price of provisions, and other necessities, you consider that the present rates of pay and allowances are inadequate, and you request an increase of pay for all ranks of 1s. a-day. Considering yourself for the present to the demand for an increase of pay of 1s. a-day, be kind enough to state what you have to say of the grounds on which it is sought?—The increased price of provisions was one of the principal causes for asking it.

1743. Have you any statement showing what maintenance or provisions cost you by the day or the month in your county?—I have made a rough calculation, and I should think the cost is about 3s. 7d. a-day.

1750. Without going into the details of that calculation, will you be kind enough to tell us what you put down as the price of meat?—Beef, 10d. per lb.

1751. Do you pay 10d. per lb.?—Yes; for what little beef I eat I pay 10d. per lb.

1752. Do you think the men pay that rate?—I am sure of it.

1753. Do the men generally consume beef?—The men do generally, but I do not.

1754. What do you pay for mutton?—I never buy any mutton.

1755. Which is it—beef or mutton you use?—Strictly speaking, I use only a little beef. I generally keep a pig, and kill it myself. When I use beef I pay 10d. per lb.

1756. What do the men pay for mutton?—The same price.

1757. Have you made this calculation of 2s. 7d. a-day from your own experience and that of the police generally?—I mean from your own knowledge of the ordinary and usual rates of expenditure among the police in Wexford?—Yes; the expenditure of the county police, as a rule.

1758. Do you wish to add anything on the subject of the price of provisions?—I do not.

1759. Have the prices increased of late?—I should think for the last two years they have increased something.

1760. How do you account for that increase?—The country is not so productive as it was. We have not as much produce, except last year alone, and that may be one of the causes for it.

1761. Do you think that other people suffer as well as policemen?—I do. It is a general rule.

1762. Passing from the argument founded on the high price of provisions to the argument founded on your arduous and extra duties, do you suppose that it is likely these heavy duties will be for the future the ordinary rule?—They will remain for some time.

1763. I will now go to the subject of nightly allowances to which you refer. You ask for a nightly allowance of 4s. 6d. permanently for each man. You are aware that that allowance is given at present?—Yes.

1764. And you ask that it be made permanent?—Yes.

1765. What rates do you pay as a rule when you have home or temporary duty as compared with what you pay at home?—We pay more by far. The people know well the duty we are on, and charge us very highly.

1766. Is that on account of any unpopularity?—I think it is on account of the hard agitation.

1767. *Mr. Holmes*.—You did not experience much opposition before the land agitation?—Never.

1768. Before the land agitation did you get things at the ordinary fair price of the place?—We did.

1769. *Chairman*.—You also mention the matter of pensions in your Memorial, and ask that those who joined the force since the 10th August, 1866, should be placed on the same footing as those who were in the force before that date, and I see that you note that as one of your greatest grievances. Be kind enough to set forth the ground of your views on that subject?—I am strongly of opinion that young men joining the force never inquire what pension they are going to receive. They are policemen, and four or five years in the establishment before they commence to know something about it.

1770. *Mr. Holmes*.—Was that your own case?—It was not; but that is the view young policemen as a rule take of it. It is the general feeling among the young men.

1771. Were you yourself aware of it?—I was well aware of it, because everybody belonging to me was in the force. When young men find they are to get only a small pension compared with the others that had the good fortune to join the ranks before them, they become rather unsettled and careless.

1772. *Chairman*.—You think pension has more to say to the unsettlement even than the pay?—I think it has as much.

1773. When did this demand for an increase of pay begin to show itself very clearly?—After the increase of the cost of provisions.

1774. Do you mean to say within the last two or three years?—Within the last three or four years.

1775. When did the question of pensions begin to come forward?—That is a long time going on. After the passing of the Act regulating the pensions the discontent sprang up among those who joined since 1866.

1776-1777. *Mr. Holmes*.—Do you think that if a man who had joined the force since 1866 was aware upon joining of the terms upon which he joined, he would have any fair ground for complaining that he was not in as favourable a position as regards pension as the men who joined before 1866?—I think if he was aware of it he would not have joined the police at all.

1778. You also request in your Memorial promotion from the ranks. Do you mean by that promotion to the rank of sub-inspector?—I think to the rank of county inspector as well as sub-inspector.

1779. Is the feeling of the non-commissioned officers strong on that subject?—It is.

1780. Are you aware that of late years the sub-inspectors are appointed by competitive examination?—Yes, a good many.

1781. Are you long enough in the force to remember the time before that system was introduced?—I do remember it.

1782. When they were appointed by patronage?—Yes.

1783. Do you think the relations of the men with their sub-inspectors are so warm and so friendly now as in old times?—I declare I think they are every bit as friendly.

1784-1785. Do you think the men wish that all the sub-inspectors' posts should be opened to them, or only a proportion?—I think all.

1786. What has operated on the men to bind the positions of inspectors and superintendents in other forces as open to the ranks?—Yes.

1787. Perhaps you are not aware that the position in England which is like the county inspector's position here—namely, that of chief constable—is not necessarily filled from the ranks?—No.

1788. Do you think the men are disposed to be so respectful and obedient to the men chosen from the ranks as to the men coming in by competitive examination?—Every bit.

1789. And treat them with as much respect?—Yes.

1790. Do you find that the men who come from the ranks have equal or greater experience in the management of men, the detection of crimes, and other police duties?—Much more.

1791. Have you any remarks to make on the subject of promotion from the rank of sub-constable to head constable. Does the present system of promotion through the county inspector give satisfaction to the men in your county?—I think they are quite pleased with it.

1792. Have you anything to say on the mode in which examinations are conducted by county inspectors?—None?—I did not hear the men say anything about it.

1793. I see you ask, as other men have done, that head constables and constables should be compelled to retire on pension after thirty years' service, and that it should be optional with them to retire after completing twenty-five years' service?—Yes.

Constable
J. Lawson,
—
31 Aug. 1882.

1794. One reason for that is, that it would increase the chances of promotion?—That is the principal reason.

1795. And also that it would enable a man being in better strength to do something for himself or leaving the force?—Yes.

1796. You think it would increase his chances of occupation and being able to work if he had a right to go out on pension after twenty-five years' service?—I do.

1797. Do you think thirty years' service as much as can be usefully got out of a man?—I do.

1798. Have you seen men who went out after thirty years' service?—I have; worn-out men, fit for nothing.

1799. Mr. Harrel.—Would you make retirement compulsory with head constables and constables at thirty years' service?—Certainly.

1800. Even though, in your opinion, it might bear hardly on individuals, yet it is suggested in order that pensioners may take it easier?—Yes.

1801. Chairman.—Then you are of opinion that even for the individual it increases his chance of adding something to his pension by employment if he gets out at a reasonable age?—Yes. He may be of some use, but if he serves for thirty years he will be fit for nothing.

1802. You ask for lodging money for married men who cannot get accommodation in barracks to the extent of 8*l.* a-year. Have you much experience of married men living out of barracks?—Yes, I lived out of barracks myself.

1803. Is it fair to ask what you paid for your lodgings?—I paid 12*l.* 6*d.* a-month in one case, and 1*l.* in another.

1804. How long had you been in the service when you married?—I think exactly seven years and four and a-half months.

1805. As a rule, men do not marry as soon after entering the service?—I think they do.

1806. Do they marry as soon as they can?—I think they marry as soon as the opportunity offers.

1807. Tell us what effect the ancient they have to spend on lodging money has on their mode of life and chances of retaining themselves?—It takes so much a-month from their pay. In fact, I might nearly say, it puts them to the pin of their collar to support them selves.

1808. Mr. Holmes.—But you think the fact that there is no lodging allowance given to some extent deters some men from marrying?—I am strongly of that opinion. Many men would marry, and the themselves to the service; but when a man marries and pays for lodgings, it becomes a hardship.

1809. Do you think it does deter them?—I do. They say it lies there to the service, and they will have to pay for it if they marry.

1810. Then you think that if men got this lodging allowance it would induce men to marry who do not marry now?—I think it would.

1811. Chairman.—When you lived as a married man out of barracks, used you to have rent every day?—Oh, dear, no! Perhaps once or twice a-week. I had a family of children.

1812. Mr. Holmes.—Now that you are living in barracks, you can afford to have more officers than before?—Officers; but, indeed, very little officers; for, of course, my family is much larger now.

1813. Mr. Holmes.—Do the single men have rent every day?—Nearly every day they have, except Fridays.

1814. Chairman.—Now, passing to the allowance for boots, how many pairs do the men you represent buy in the year?—I think about three pairs—two very strong pairs, and one, a light, respectable pair you could wear going to prayers.

1815. What do you pay, as a rule, all the way round?—Boots are very high in my district. We pay 18*l.* a-pair.

1816. I suppose you have a certain expenditure also for repairs?—I suppose it costs close on 1*l.* in the year for repairs.

1817. The Medical man with a statement of your determination to maintain the loyal character of the force?—Certainly.

1818. And your unwillingness to strike or do anything illegal?—Certainly. It was never thought of in Wexford.

1819. That is the general feeling of the men?—That is the feeling of the county Wexford men, where I represent.

1820. Are there any other matters you wish to bring under our notice?—It is the express wish of the men that I should mention that married men's wives outside barracks ought to be allowed to carry on any respectable industry they thought fit.

1821. Mr. Harrel.—You say the men wish that the wives of married members of the force should be permitted to fill, as they are not at present allowed to fill, any respectable position or employment in the neighbourhood?—I said that they should be allowed to carry on any respectable industry.

1822. Who would decide whether the industry was respectable and suitable or not?—I think the sub-inspector of the district ought to be able to decide that.

1823. Mr. Holmes.—Are policemen's wives allowed to do anything to supplement their husband's means?—Nothing on earth. They are prohibited from earning in any way.

1824. A policeman's wife would not be allowed to work as a dressmaker?—Not at all; neither could she keep a lodging-house, nor a school.

1825. Would she not be permitted to act as landlady?—She would not.

1826. Nor even to be a teacher in a school?—No.

1827. Mr. Harrel.—The only occupation in fact in which she can engage, which would be of the slightest benefit to herself or her family, is in the case of the wife of a sub-constable, who can manage for the men in barracks?—That is the only one.

1828. Chairman.—Is there anything else?—Section 802 of the Code of Regulations, relating to the transfer of a man on marriage, directs that when a man gets married to a person in one county he is transferred to another.

1829. Do the men object to that?—The men wish to be left in the county in which they are married. In that case they would be amongst their wives' friends, and could get information perhaps of an important nature.

1830. Is there any other point you wish to bring under our notice?—When stations are 5 miles or more from a town it is difficult to get provisions, and the men would like to be allowed to keep an ass or a jennet to bring things from market.

1831. Is the inconvenience much felt in your district?—It is. I heard many constables speak about it. In some places the schools are 5 miles from a station, and the young children must suffer to walk that distance.

1832. Then do you propose the cost of keeping the animal should be borne by the men?—Yes. Permission to keep the animal is all they want.

1833. Is there anything else?—The men consider that sub-inspector's clerks should be paid 8*l.* a-year in addition to what they receive. The county inspector's clerk is paid 10*l.*, while the clerk to a sub-inspector gets nothing, and he has to do his regular turn of duty besides, and the county inspector's clerk has not. I do not say he takes his turn of duty in the day-time, but he takes his turn on night patrol, and the county inspector's clerk does not.

1834. It has been suggested by men from many other counties that the unfavourable records should be blotted out at the end of a certain number of years?—Yes.

1835. After what number of years do your men wish it should be done?—After three years. I find on inquiry that in the army unfavourable records are not noticed after three months.

1836. Mr. Harrel.—No record?—Records for drunkenness are never noticed after three months. We have a very few unfavourable records in the police, with the exception of unfavourable records for drunken-

new, I think that after three years they should be wiped away altogether, and at any rate should never interfere with a man's pension on retirement.

1837. *Chairman*.—You think that as regards pension they ought to be wiped away altogether?—Yes, after three years.

1838. But do you say they should have no effect in allowing for promotion?—I should say that for three years after the punishment they should have some effect on a man with regard to promotion, that is to say, he should not be eligible for promotion for three years after the unfavourable record.

1839. But after that?—After that he is as eligible as any other man.

1840. If you had to select between a man who had had an unfavourable record, and a man who had none, do you think time ought to wipe it out?—I do; he cannot be held paid for the unfavourable record by the fine. With regard to pensions, a policeman should have a pension on his retirement at twenty-five years' service if he wishes, and after thirty years' service he should retire; that is to say, he would retire on full pay at twenty-five years' service if he wished, and after thirty years whether he wished or not.

1841. *Mr. Harrel*.—You mean that he should be permitted to retire with a pension of his full pay at twenty-five years, and compelled to retire with full pay at thirty years' service?—Yes, taking the benefit of this Committee along with him. If we increase the pay by this Committee the pension will be no case at all. These are all the points I was requested to lay before you.

1842. *Chairman*.—Have you had any new men coming to join in Wexford within the last three years?—You mean recruits.

1843. Yes?—I do not think there are more than ten or fifteen come to the county.

1844. Have you come across those ten or fifteen?—I met some of them.

1845. Suppose what the men asked on the subject of pension was granted, and that the men who came in since 1836 were put on the same footing as the men who came in before 1836, and suppose Parliament chose to pass a Law and say that from this day out any men who come in after 1846 will have a lower rate of pension than the men who entered before them, do not you think that in a short time the men would begin to cry out for the same rate of pension as the men who went before them?—I think it would be the same thing over again.

1846. *Mr. Harrel*.—And do not you think that after the passing of the Act of 1836 the point was magnified all along, but that the reason it was never agitated was that the men never realized how it would hit them until now. After the passing of the Act of 1846 it was felt and known pretty well that the pensions under the Act were not so good as other men would get, but that there was nothing said about it, inasmuch as pension was only a matter of the distant

future, and it is only now when the men are getting nearer to the pension they are beginning to see the point?—I do not think the men know anything about their pension.

1847. *Chairman*.—Is it easy for police pensioners now to get situations?—Nearly all the police pensioners I know are idle, waiting about, and so are their children.

1848. Do they look for employment?—They are always looking for something to assist them in adding to their pension.

1849. How do you account for the difficulty of getting employment?—Is one of the reasons that they are beyond their work?—It is not; I think it is the hostile feeling brought on by the land agitation that is the cause of it. A police pensioner is the first person who would have got employment some time ago.

1850. But surely persons who have also situations to give would not be affected by the land agitation?—Indeed they would.

1851. There are merchants and country gentlemen?—Merchants and country gentlemen would be half afraid to give employment to police pensioners.

1852. Is there anything else you wish to add?—Yes, that the best qualified men should be selected for promotion from the ranks.

1853. Do you mean promotion to the rank of sub-inspector?—All the way up to the rank of county inspector.

1854. What test do you propose to apply in order to secure the best qualified man?—I think the means adopted by county inspectors of old, to select the best qualified men themselves.

1855. Do you wish to add anything else?—With regard to the clerks in the Constabulary Office—I believe there are twenty-three of them—being unconnected with the force, the men feel it a grievance that they should be filling those posts, and they feel that men who are well fitted should be selected from the force.

1856. You mean here in Dublin Castle?—Yes. They are not connected with the police establishment at all—they are civilians; and the men feel it a grievance.

1857. *Mr. Harrel*.—I thought you referred to the large staff of constables acting as clerks here?—No, but to those particular twenty-three whom we propose that they should be taken from the force.

1858. *Mr. Harrel*.—To what clerks do you allude?—The clerks employed in the Constabulary Office, twenty-three in all, who are civilians. They should be connected with the establishment; because the men emphasize very much of confidential circulars finding their way into the public papers. There was something said against some of the police for giving information, and it was greatly hinted that it might come from this source.

1859. *Chairman*.—You do not believe the police themselves did give information?—I do not.

Constable
J. Loeorgan
—
21 Aug., 1855

[The Committee adjourned to next day.]

FIFTH DAY.—1ST SEPTEMBER, 1882.

Present:

The CHAIRMAN, Mr. HOLMES, and Mr. HARBEL.

Head Constable JAMES FINNEGAN, examined.

Head
Constable
J. Finnegan.
1 Sept., 1882.

1850. *Chairman*.—What is your rank?—I am first-class head constable.

1851. How long have you been in the force?—Thirty-three years last July.

1852. How long have you been stationed in the county Monaghan?—As a constable for nine years, and as a head constable seven years next month. I have been seven years in the town of Clones.

1853. Where were you stationed before?—In the county Dublin for twelve years. I was also in the county Down, and for a short time in the county Louth.

1854. How many acting constables, constables, and head constables do you represent; how many of those ranks are in your county?—About thirty-five in all, including four head constables.

1855. About how many of those you represent are men who entered since 1846?—About ten.

1856. What is the first matter you wish to bring before us the representative of those non-commuted officers?—The inadequacy of pay is the first I am requested to bring before the Committee.

1857. On what grounds do you consider the present pay inadequate?—In the first place, the decrease of provisions, and, in the next, the laborious duties performed for a considerable time back, so that it is essentially necessary for the men to use better food, and more of it, than before.

1858. In consequence of those laborious duties?—Yes.

1859. Can you tell us, approximately, what the daily maintenance of a man, costs in Monaghan?—I made a calculation, and to give a man everything he would require—half a pound of steak to breakfast, a substantial dinner, and tea and supper (either going out or returning at night)—the whole cost would be 3s. 3d. a-day. I believe that would be essentially necessary at present.

1860. At what rate are you charged for meat?—One shilling per pound for steak.

1861. What do you pay for joints?—The man in barracks get it at 9s. per pound. I am a married man, and I pay from 10s. to 1s. I cannot get the joints at the same price as the man.

1862. Do they consume beef principally?—Beef almost continuously. They very seldom use bacon.

1863. What do you put down as the amount of meat each consumes in a day?—One and a-half pounds for each man. In the 3s. 3d. a-day I calculated a bottle of porter for a man at dinner.

1864. Do you include tobacco?—No.

1865. You do not put down that as a necessary?—No.

1866. Are the prices you give for beef higher than they were in former years?—They are higher at present than they have been for the past two years; even more so for the last three months than ever since I went to Clones, and I am stationed there seven years.

1867. To what cause do you attribute the increased price of provisions in Clones?—Clones is a very central place, with railway communication to all parts of Ireland and England, and except it is for that cause, and also that beef is getting very scarce in the country, I cannot say. The butchers say they really cannot get meat.

1868. When you speak of Clones being a central place, you mean the farmers round Clones find a large demand for their meat from places besides the town itself?—Yes.

1869. Is there any other cause to which you attribute the high price you have to pay for beef?—No. I got it as cheap as any other man.

1870. Are there any other articles that have risen in price?—Butter is at present 1s. 4d. per lb.

1871. Is that a higher price than it used to be for some time past?—I saw it up to that before. Eggs are 1s. a dozen.

1872. Now, passing to the increased and more difficult duties you have to perform. Has your district been affected, so far as the business of the police goes, by the late agitation?—No.

1873. Then how do you make out that the increased duties you have to perform are an element to be considered?—In parts of the county the duties have been increased by the agitation. I am here as the representative of other men.

1874. So the late agitation, or the present agitation, has increased the duties of the police in certain parts of the county Monaghan?—Yes.

1875. Though not, perhaps, in the district from which you have come?—It has not.

1876. Give us some idea of the nature of the increased duties which certain men you represent have undergone, and let us see how far they are an argument in favour of increased pay?—Duties in connection with the Land League and evictions, and also some magistracies under special protection in the county.

1877. There are allowances made to you for absence from station, and there are also night allowances?—Yes.

1878. These have been lately increased?—They have.

1879. Do those increased allowances enable you to meet the additional cost brought about by the late agitation?—It would depend very much on the place where I would be stopping. If I could stop in a large town or place I believe they would go very close to meet it; but if I stopped in a poor district or in a miserable village I would require 1s. more. I could give you instances of expenditure where I have been out on duty.

1880. Is it in consequence of the high prices, or of the unwillingness of the people to supply you?—They do not appear to be unwilling; but they make a kind of harvest on us when we reach a small village. They do not know what to charge us.

1881. At ordinary times, suppose there was no violent agitation, so far as those expenses consequent on doing duty outside your own district go, do you think the present rates of allowance for absence overnight would be adequate to meet them?—The men who sent me here say they would not. They ask for a temporary increase of 6d.

1882. What I ask you is this, that suppose those additions which have been given were made permanent whether in ordinary times they would not be sufficient to meet the occasional expenses of such extra duties if there was no agitation in the country?—They think there should be an additional 6d. a-day.

1883. In addition to the 4s. 6d.?—Yes.

1894. Is there anything else you wish to say on the subject of pay and allowances?—With regard to pay, it is the general feeling among the men that considering everything, they ought to be put on an equality with the police elsewhere, such as the Dublin metropolitan police, police in England, and the Glasgow police. They think the difference in the cost of living is not so great. We pay more for tea and sugar if they pay additional for other things; so that one thing would almost counterbalance another.

1895. We have found it impossible for you or men from other counties in Ireland to be able to tell us accurately the rates of pay in London, Manchester, and other places that have been mentioned. We have here in the Parliamentary Report which is furnished every year the rates of pay, allowances, and so on, in various parts of England. We will get the same for Scotland; and then we will do our best to compare the rates of pay of the places you name; for instance, you are the first to mention Glasgow?—Yes, and also London, Liverpool, and Laneshire.

1896. Is there anything else you have to say on the subject of pay?—Not with regard to pay.

1897-1898. *Mr. Holmes*.—You have just said that, in your opinion, the police in Ireland ought to be as highly paid as the police in England and Scotland. If the Government can get sufficiently good men here for the current price, would it not be foolish to pay more; is it not a question of supply and demand. Divesting yourself of your position as a policeman, and looking at the question as one of the tax-paying public, do you not think the Government would be acting lavishly with public money if they got a first-rate article to pay more than the market price?—Yes, if they got as good material as heretofore for the present price.

1899-1900. Are you aware that all classes of workers, be they intellectual or physical, are paid less in Ireland than in England?—I do believe they are; but I have been speaking to tradesmen of the highest order, and they say they can earn almost as much at home.

1901. Are you aware that domestic servants in this country are paid much less than in England?—I am not, but I suppose it is the case.

1902. You said the great rise in the price of provisions at Clones occurred in the last three months?—With regard to beef, eggs, and butter. There has been a general rise in other things. We had potatoes very plentiful last year and they were very cheap, but this year they are very dear.

1903. What was your rank in the force before the Act of 1874?—A constable.

1904. What was your pay as a constable before 1874?—49l. 8s. shillings.

1905. What was your pay immediately after the passing of the Act of 1874?—72l. 16s.

1906. That was a rise of 23l. 18s.?—Yes.

1907. Were you satisfied with that increase as a reasonable addition to your pay?—Certainly, I was; but I do not know whether everyone else was. I felt satisfied at the time.

1908. Do you believe that the price of provisions has increased materially within the last ten years?—I did not know the price of provisions for the time, and did not make a comparison.

1909. If the present pay was sufficient in 1872, and if the cost of living has not increased since then, what grounds have you for demanding an increase now?—As I said, I did not examine into what the prices were then; but I know this, that I was a constable then and had about the same number to feed, yet I could live comfortably and had money; but now in my present rank I cannot save a halfpenny.

1910. But now your children are older?—They are a little older; but I have only to pay school fees in addition.

1911. *Mr. Harrel*.—In comparing your position with that of city police forces, have you compared your duties, the wear and tear upon the ordinary

country policeman in Ireland and the wear and tear upon a member of a city force?—I have. I consider the constabulary force of Ireland a very large force. I would not like to speak individually for myself; but as far as I know the duties, the policemen in large places and even large towns we patrol almost as many hours as the city police.

1912. How many hours on the average are the men of your station out on duty during the day?—Some men more and some less.

1913. I do not include more parade duty; I mean the actual duty outside?—Some days, six and seven hours; and others, three and four.

1914. Then the average would be five hours a-day?—I do not think it would be more, at present, in Clones.

1915. Would the duty in a small village occupy them a larger number of hours than that?—Unless something occurred, they would not have as many hours.

1916. Then in the smaller villages the average would not be five hours?—Sometimes more and sometimes less; varying according to the duty.

1917. Do you know, as a matter of fact, that city police forces have an actual beat duty of six to seven hours every day, in addition to the time occupied at the police courts, and on other duties of that sort?—Yes.

1918. And that that is continuous?—I know that.

1918a. Montecases and duty?—There is no doubt of that.

1919. And that the wear and tear upon both mind and body would be greater upon men who did that duty instead of five hours?—Quite natural that it should.

1920. *Mr. Holmes*.—I think you will admit that walking on the streets and pavements is much harder work than in country lanes?—I would prefer a town to a country life myself.

1921. *Mr. Harrel*.—Did you serve in Belfast?—I did.

1922. You were not doing beat duty there?—No.

1923. You served there when the constabulary had no specific duties to perform?—Except in case of riots, we had plenty of them.

1924. It was a good station at that time, apart from the riots?—It was. There is no doubt of that.

1925. *Chairman*. What do you demand with regard to pensions?—The men who joined after the 10th August, 1866, believe they are entitled to the same rate of pension as the men who joined before it under the 1847 Act?—That is the unanimous opinion of the men, that they should be all placed on an equality with regard to pensions.

1926. You are now talking of the men who entered the force under the Act of 1866?—Yes.

1927. The men who entered under the Act of 1866, were they not aware, on joining, what the provisions in that Act were with regard to pensions?—I could not say. Speaking for myself, I never thought of the question of pensions till I was young in the force. It is the general opinion that a young man never asks what he is going to get until he begins to think for himself, and his comrades speak on the subject.

1928. In seeking equality, as regards pension, with the men who joined before 1866, is it on the ground that they do the same amount of duty?—It is exactly. They think it is a strange anomaly that if a man joined one day before the Act passed he could retire on his full pay at thirty years' service, while a man who joined only a few days afterwards would be entitled, retiring as a head constable, to 5l. less than a sub-constable would have who joined before the Act.

1929. You are aware that men like you passed a good deal of your service receiving a much lower rate of pay than the men who joined since 1866 have received?—I am aware of that; but whatever is the reason of it, there was more money among the young men of the force then than at present.

Head
Constable
J. Finnegan.
1 Sept., 1882

Head
Constable
J. Farnham.
1 Sept., 1882.

1330. There was more money saved?—That is my opinion; I do not know what is the cause of it.

1331. Have you thought over the cause of it?—I see no cause at present.

1332. Of course, provisions are now dearer than they were in remote times; but you do not suppose the mere question of provisions would make a great difference?—The men eat far better food, and take far better care of themselves than in olden times. When I joined the force they lived in a rougher way. They were compelled to do it; they could not live otherwise.

1333. Did they spend less on under-clothing?—At present they supply themselves with everything necessary. At that time they had to deprive themselves of many things necessary.

1334. Do you mean of eating and drinking, or in the way of clothing?—Both. I know they were not able to supply themselves, from the smallness of the pay.

1335. They could not supply themselves; but I understand you to say they saved money?—There was money saved in some rural districts. Discipline was not very rigid at the time, and in rural districts men did many things to assist them that they have not the privilege of doing now.

1336. Be kind enough to tell us in what way the men used to make money in those times?—They used to get potatoes and cut their own turf—win it, and have it for themselves.

1337. And have a pig, and sometimes a cow?—Yes.

1337.* All that is at an end now, under the more regular discipline?—Yes.

1338. Mr. Harrel.—Are they not permitted to have a garden by the regulations at present?—It is very small.

1339. Is not a married man permitted to have a garden?—Yes, a very small one.

1340. Is he not also permitted to have a pig?—He is.

1341. And at places where it is inconvenient to get milk, are the men not permitted to have a cow or a goat?—Yes; when the Inspector-General gives authority.

1342. Chairman.—Do you mean that it was carried to a great extent, and they used to trade in those things?—I do not mean trade, but for the benefit of their families.

1343. They have to some extent the same privileges now?—No, they are limited. At that time discipline was not the same as now.

1344. They had more time to look after those matters?—Exactly so. Their duty was not the same at all.

1345. Mr. Nelson.—Do you admit that if the men who joined the force since the 10th August, 1860, had known, when they joined, that they were under a different scale of pension from that of the men who joined before that date, they would not have any just ground to complain of their different position?—If he was aware of the provision made for him, and he was satisfied with it, he was bound by it.

1346. You mean if a man was aware, when joining, that he was in a different position from those who joined before the 10th August, 1860, he would not now have any ground of complaint?—If a man was perfectly satisfied on being engaged to take a certain thing, and that he would not get anything farther, he was bound by it.

1347. But must not we assume that he knew?—It is a question they never think of when joining.

1348-1351. Supposing they were aware, do you think they would now have any ground for complaining of their different position?—I am here only the representative of a party, and if I speak their mind, I think they all want to get placed on the same scale.

1352. You admit that Parliament has a perfect right, if it so pleases, to alter the law?—Yes.

1353. You admit that if the law has been altered, and a man joins the force, knowing the law has been

altered, he cannot fairly make any complaint against the Legislature for the change?—Oh, he must abide by it.

1354. Do you think that the men upon joining the force are aware of the rates of pay they will be entitled to whilst they remain in the force?—I believe they are not. Since I went to a head-quarters station many recruits come in, and the question has never been asked.

1355. A man leaving the depot to join a county force, and finding himself in receipt of 32*l.* a-year, does not inquire when the next rise in his pay will come?—He does; he will commence to inquire on joining his county.

1356. He is aware of everything to his advantage, and nothing to his disadvantage?—That is so.

1357. Mr. Harrel.—On the subject of pension, have those whom you represent or have you yourself considered the periods of retirement on pension in connection with the value and rate of pension; or, to put it more plainly, have you considered whether a smaller rate of pension for less service, which would admit of a man retiring with some energy and vigour left, would not answer the purposes of the force as well as remaining the long period which some have to remain, and retiring only to add to that pension?—It depends greatly on the circumstances of a man with regard to that. Some men may be so circumstanced that an early retirement would be an advantage; others may not be so circumstanced.

1358. But have you considered at all that a man, when he retires from the service, has his entire time at his disposal, and he may be able to add to that which he receives from the public?—I have.

1359. As a matter of fact, do many police pensioners obtain employment, and get small farms of land?—They do.

1360. Then, if a man retires, he would occupy a better position, plus the farm, after his retirement, than he did actually when in the force?—If he had any means to buy a farm.

1361. But you say you know of police pensioners who are so engaged?—Several of them. Any of them that had means settled down.

1362. It shows that some of them have means?—Yes.

1363. Then, as a matter of fact, it would follow that, in the case of those men, if they had their full pay, they would have on retirement not only the full pay of their rank in the service, but they would also have the profit of their farm, whatever it might be; would that be so?—It would.

1364. Would the probability in favour of a man obtaining employment, or working to his profit, be greater if he retired at an earlier period?—Yes.

1365. Have you considered that in connection with the question of pension?—I have. If a man goes out at twenty years' service he is a younger man, and is more likely to get employment than a man went out after thirty years' service.

1366. It would equalize the position somewhat if a man were permitted to retire at twenty-five years, as against thirty years?—Would I understand that he is to get his full pay?

1367. I did not say so; but it would somewhat equalize the positions if a man were to retire at twenty-five, instead of being obliged to serve for thirty years?—I believe the majority of the men would be anxious to retire at twenty-five years' service if the pension was proportionate.

1368. As a man would be in a better position to assist his pension if he got out at twenty-five than if he had to serve for thirty years?—Yes.

1369. As a matter of experience, it is the last five years' service tells most on him?—There is no doubt of that.

1370. And in those five years he is of less service to the public, and weighs more heavily on his companions?—I could not say that, as far as I am personally concerned.

1371. Do not you know, as a rule, that the younger

men have to save the old man occasionally?—They have. Men very frequently break down at twenty-five years' service, and are unfit for the force.

1872. His comrades relieve him as much as they can?—They do.

1873-1874. Mr. Halsey.—Are you aware that the police who entered the force prior to the 10th August, 1865, are the only members of a police force, except those on a similar position in the Dublin metropolitan police, who are entitled to retire on full pay after thirty years' service?—I believe it is so.

1875-1878. Are you aware that in the Civil Service generally a man cannot retire until he is 60 years of age, except on the ground of mental or physical incapacity, and he then can get only two-thirds of his pay?—Yes.

1879. Assuming that the men who joined since 1866, and who ask to be put into the same position as the men who joined before 1866, that is to say, to be entitled to retire upon full pay as pension after thirty years' service, were aware that that demand, if granted, would put them into an entirely different position from that of all other public servants as regards pension, would they, as reasonable men, continue to press for what would be an unreasonable demand?—There is not much reason in it. If they could succeed they would press it.

1880. Mr. Harrel.—Do you know what the retiring allowances of the different forces—the London, Liverpool, and Glasgow forces—are, which you have stated as forces that you should be placed on a scale of equality with as regards pay?—I am not certain of the exact scale, but I am aware they do not receive their full pay.

1881. Then it is not fair to compare yourselves with them in both respects—that is, to ask to have the pay they have, and, in addition, to ask that you should have a larger pension than they have?—The men who joined before 1866 would be satisfied if the increase of pay now asked for were granted; they would not insist on receiving the full pay on that as pension. They say in case the addition now asked were granted, they would be satisfied to receive three-fourths as pension.

1882. What increase of pay do you require?—1s. a-day.

1883. Chairman.—Am I to gather from what you have said that those whom you represent, like the men of other counties, are in favour of compulsory retirement at the end of thirty years, and optional retirement at the end of twenty-five?—They are not. I was not directed to say that. They think it ought to be optional with any man who wishes to go when he has served twenty-five years, but they do not approve of compulsory retirement. They also say that any man who wishes, after he has served thirty years, ought to be permitted to retire without a medical certificate.

1884. Mr. Harrel.—If it was optional to retire at twenty-five years, the circumstance of requiring a certificate could never arise?—Yes, if it was optional that closes it from twenty-five up.

1885. Chairman.—An allowance for boots I see is the next subject?—An allowance for boots and plain clothes.

1886. How many pairs of boots on an average do your men require to buy in the course of a year?—I think about three.

1887. What do you pay for boots in Monaghan?—For strong boots 16s. and for spring sides from 20s. to 25s.

1888. How many pairs of strong boots do you buy in the year?—About two would be the general average, and also a light pair.

1889. These would amount to about 52s. or 54s.?—Yes, and then there are repairs.

1890. What would the repairs amount to on an average?—About 12s.

1891. That is about 65s. What allowance of boot-money do the men think would suit them?—They would be satisfied with 5l. 10s. for boot-money and

the plain clothes in addition. Say about 5l. for boots alone, and 5l. more for clothes—that would be 6l. a-year.

1892. About how often in the year is a man obliged in the discharge of his duty to wear plain clothes in your county?—On fair days they are always in plain clothes.

1893. Not every one of them?—No, two men.

1894. Taking the men all round, how often in the course of the year generally has each man to wear plain clothes in the discharge of his duty—a couple of times a-month?—I do not believe that in any station they have been so often, but they are bound to have the plain clothes, and when they keep them a year or more they must purchase new ones.

1895. Have they to purchase a suit of plain clothes at the end of the year?—When they go on leave they have to purchase a new suit.

1896. Mr. Halsey.—I presume that you base your claim to an allowance for plain clothes on the ground that you are obliged to wear them on duty?—Partly on that ground, and also because the men are bound to produce them on inspection to their officers.

1897. But the wear and tear on public duty is your justification for asking the allowance, not private wear and tear?—The men must have the clothes to go on public duty, and irrespectively of that they must have them.

1898. Mr. Harrel.—As a matter of regulation?—Yes.

1899. Chairman.—On the subject of lodging allowance; how many married men are there of the ranks you represent in the county?—The majority of the thirty-five I represent are married. There are only a few single constables. As a general rule, it is the sub-constables who are out of barracks. They are the poorest men, and generally with large families. I consider they ought to get a lodging allowance of, say, 2l. a-year. There are two of them at Clonsa paying 5l. a-year each.

1900. Now pass to the next subject you wish to speak on?—The next I have to deal with is the select list.

1901. Now, you are going to the subject of promotion. Tell us what faults you have to find with the present system of the select list?—The men whom I represent generally consider they are competent for further promotion if they could get it, but not sufficiently qualified to stand a Civil Service examination. Consequently, young men of very short service, some four or five years, who are fairly educated when they join, lay down their whole time and attention to preparing themselves, and they are certain to be head constables in a very short time, while the hard-working police doing onerous duties, as they are not so highly qualified educationally, are left out in the cold, and do not get a fair chance; and they consider that promotion ought to go by seniority.

1902. By seniority and nothing else?—If a man has anything else to recommend him, let it be taken into consideration.

1903. That is to say, his character?—Character must always go with the seniority list, and the qualifications must, of course, be up to the mark.

1904. Mr. Harrel.—Are you remembering that the select list applies to the rank of constable only?—I am; I am representing only that rank here, except a few acting constables.

1905. Then is it to a few junior and senior members of the rank of constable these observations apply?—They apply to all the constables in the county.

1906. You say there are some young constables who obtain promotion by the select list by an early period of service as compared with others who are as deserving of promotion, but unable to pass the examination. If the method of promotion of sub-constables to the rank of constables were more equalized, would not it result in all constables being nearly of an average service?—I do not understand that.

1907. You begin with the rank of constable, and it

Herd
Constable
J. Finnegan.
1 Sept., 1882.

Head
Constable
J. Finnegan.
1 Sept., 1882.

is to the rank of constable only the select list applies. Is not the period of service at which he attains the rank of constable really a question determined by the method of promotion of sub-constables?—It is.

2000. Therefore, if sub-constables were promoted more by seniority it would be impossible to find an extremely young man in a position to go up for the select list?—It would; but I see in certain counties it is the men of very short service that are qualified and promoted; and in other counties the county inspector will not promote a junior man when he can get a senior.

2001. But, after all, the junior man you see promoted from the rank of constable to head constable must have been promoted by the county inspector as juniors to the rank of constable?—Yes.

2002. Then the root of the matter is where you begin first, the promotion from the rank of sub-constable?—It is.

2003. To remedy this, is your suggestion, then, that if there be promotion by selection at all, and examination before the Civil Service Commissioners, that that ought to apply to the sub-constable as well as the constable?—I think the examination ought not to be so rigid, assuming there is an examination at all; that promotion ought to be open to sub-constables after a certain period of service if they wished to compete, and that it should be general promotion, and not by counties.

2004. At present you think the test is too high before the Civil Service Commissioners?—I do for a sub-constable.

2005. But if a sub-constable is to obtain a place on a list which will give him a very great advantage over his fellows, would you not establish the standard of efficiency tolerably high?—I would.

2006. Then, as regards ordinary promotion, apart from the select list, you think it ought to be general through Ireland, and not by counties?—I do; and it will remove the very thing I was complaining of, that a young man will get promotion in one county, and he may be an old grey-haired man before he is promoted in another.

2007. Supposing it was all by seniority, you would attach importance to good conduct and to efficient discharge of duty?—Everything; good conduct and a good policeman above all.

2008. How would you propose to find out a man's efficiency and knowledge as a policeman?—From the manner in which he performs his duty.

2009. How are you to test that?—By a list.

2010. At present the examination is conducted by the county inspector. Do you propose that that system should be continued?—I do not; I would sooner have it independent of the county inspector altogether. The men would have more confidence if they all met together and competed under some independent examiner.

2011. That is, an examination to be conducted periodically, say, one in the six or twelve months in a county, by a person wholly unconnected with that county?—Yes; and all the young men in the force would be perfectly satisfied with that.

2012. Remember, it is by seniority this examination would be carried out?—Down to a certain service.

2013. And, therefore, men ought to have fair notice when their turn for examination was coming round?—They ought.

2014. What would you do with a man who failed; would you let him come up as often as he liked, or wait some interval of time?—The man who had the highest number of marks should have promotion first, and the man who did not reach a fixed standard I would not give him a second trial.

2015. Chairman.—Passing to the subject of unfavorable records, do you wish these to be removed after a certain time?—I do.

2016. You wish that, after a certain lapse of time, they should not have anything to say in determining a man's pension?—I do.

2017. Do you suggest that they should be wiped

out altogether in determining a man's promotion?—No; I was thinking over that, and I believe three years would be fair for a record to remain.

2018. Suppose a man had a bad record of three years' standing, and also a bad record of one year and a-half, how would you deal with him?—I would double the time with regard to his advancement; if he had two, I would add three years more. If he had two serious records I would not give him promotion.

2019. Is there anything else on which you would like to make a suggestion?—The county inspector's clerk has very onerous duties, and he is assistant storekeeper. For all those duties he receives only 71 10s., and I would suggest that he should get double that, 151.

2020. Mr. Harrel.—Are you aware he possesses at present very great advantages in the prospect of early promotion?—I am.

2021. And while you propose he should receive additional compensation for the performance of his duties as clerk, have you anything to say on the subject of his being promoted at the expense, probably, of others?—I must speak very highly of county inspectors' clerks as far as I know them.

2022. At present, every sixth vacancy is given to a county inspector's clerk. He thereby obtains his promotion as head constable at an earlier date than the ordinary senior constable?—I am aware of that.

2023. Would you, then, give him full compensation, and also the advantage of promotion?—He would have it only for a limited time; it would pass away when he would be promoted.

2024. The position, then, would give him not only the direct advantage of being compensated for his duties, but the consequential advantage of promotion?—He has not some of the advantages that other men possess in the performance of their duties; he has not favorable records to give him earlier promotion than other men have.

2025. Chairman.—Have you anything to say about promotion to the rank of sub-inspector?—It is the general opinion that the officers ought to be promoted from the ranks.

2026. Is there any other subject you wish to mention?—There is one subject that is rather delicate for me to speak on. There is a general feeling that the religion of the officers of the force is not in proportion to the men.

2027. What is the proportion amongst the men of other denominations to Roman Catholics?—I saw it calculated; I think three to eighteen, or nearly more.

2028. What is the proportion amongst the officers?—There is not one-third of them, as far as I believe.

2029-2030. You are aware that at present the officers are in the main appointed by competitive examination?—They are.

2031. The proposition you make on behalf of the men, that the position of sub-inspector should be open to the ranks, would, so far as this affair goes, be a remedy?—To a great extent it would, because there is no doubt there are a great many Roman Catholic head constables in the force.

2032. Amongst those who are promoted from the non-commissioned officers to the rank of sub-inspector, have you any idea what the proportion of Roman Catholics to other denominations is?—I think, latterly, as far as my judgment goes, it is very fair; I could not say so much at days gone by.

2033. So that the defect would seem to arise from the system of nominations?—It does. The same thing should commence at head-quarters. As a vacancy occurs, the promotion ought to be here as well as from the county inspectors.

2034. Do you think the feelings you now speak of are pretty well shared by the Protestants in the force as well as the Catholics?—I believe they only want a due proportion, and they would have the same confidence.

2035. Mr. Harrel.—You, as head constable, occasionally take charge of the district for the sub-inspector?—Temporary charge for the sub-inspector.

Head
Constable
J. Finnegan.
18-9-1892.

2044. When you are so in charge you perform all his duties except attending petty sessions and inspecting the different stations in the out-districts?—I am bound to attend petty sessions when required. I perform all his duties except that of inspecting the different stations. I need not attend petty sessions unless I am required. I have all the responsibility of the district; I pay the men, keep the accounts, visit outages, and conduct all the correspondence.

2045. During the time you are so engaged, any car-hire or train-fare incurred you are allowed?—Yes, the actual expense.

2046. And when you earn extra pay for a certain number of hours' absence at the rate of pay of your own rank, you are paid?—I never received a penny.

2047. If you were paid, it would be at the rate of your own rank?—Yes.

2048. Have you incurred expense which you were not able to claim?—Decidedly. In 1880 I was nine months in charge of a sub-inspector's station.

2049. And you received no compensation for that?—Not a halfpenny. My opinion is, that an allowance

should be made when a head constable is in charge; I would suggest that 2s. 6d. a-day should be granted.

2050. Speaking now, of normal times, the sub-inspector is absent on the average six weeks during the year?—Almost that. The long time I was in charge was in consequence of the sub-inspector's illness. I think, on the whole, when a head constable is in temporary charge of a district, with all the responsibilities of it, he has a right to get something. In a sub-inspector's district there is only one head constable, who is stationed at the head-quarter's station; and if the sub-inspector was only away for an hour, he must take up anything that occurs in his absence.

2051. But you refer to the charge the head constable would have when the sub-inspector was absent a day or more?—I would make no claim for a short absence; I would say that he should be away for a month at least.

2052. But nothing under a month?—Yes; I would not split hairs in that way.

Sub-Constable FRANCIS COX, continued.

2053. Chairman.—Where are you stationed?—In Monaghan.

2054. How long have you been stationed there?—Nearly five years. I am the sub-inspector's clerk.

2055. How long have you been in the force?—Eleven years and nine months.

2056. And you represent the sub-constables of the county Monaghan?—Yes.

2057. You heard the head constable's evidence with regard to pay. He seeks an addition of 1s. to the daily pay. Is that the view you put forward also?—Yes.

2058. Is there anything in addition to what the head constable said you would like to tell us—anything that he has not put sufficiently strongly, or that he has omitted?—I wish to point out that the pay he brought under your notice as regards the police in Glasgow and other places does not show exactly the amount they have, because their wives are allowed to carry on business, and they have different other perquisites coming in that are not taken into account.

2059. Do you happen to have personal knowledge of any particular perquisites that the Glasgow men have in addition to their pay?—They have means of getting money which are not exactly defined. I was talking to a London policeman a few days ago, and he told me he raised as much in the week as his pay.

2060. Did he tell you how?—They take money every way they can get it. A policeman there who does a service for a gentleman may take half-a-crown; that is a thing unknown among us. Again, if the police call parties in the morning in the labouring districts, they will have so much at the end of the week.

2061. It is only right to ask you, do you think that a proper state of things?—I think not.

2062. Do you not think that the authorities in London would stop it if they could?—It should not exist; but still they make the money, and their weekly pay does not show exactly their weekly earnings.

2063. Mr. Harrow.—Did he tell you that the men of the force do not in general make money in that way?—It is generally made.

2064. Mr. Harrow.—I take it that from whatever source the Irish Constabulary might hope to obtain more money, that would not be one of the means?—No; they would not take money in such a way.

2065. In fact, an Irish policeman would look upon that as an insult?—He would, though he has to live on his bare pay.

2066. Chairman.—Is there anything else in addition to that consideration of the pay of other forces you wish to add to what the head constable has said?—The increased cost of living; men live better now than they did before.

2067. What do you pay in your town for meat?—8d. per lb.

2068. That is for the unmarried sub-constables?—Yes.

2069. What do you pay for steak?—From 10d. to 1s. per lb.

2070. Do you use 1½ lbs. a-day, as the head constable does?—Some do and some do not, but a great many of the men have to use that quantity.

2071. Is that in consequence of the heavy work?—Yes, when they are out at night.

2072. Are you married?—I am not.

2073. You are one of the men particularly affected by the subject of pension?—I am.

2074. Is there anything suggested to you by the head constable's evidence that you wish to say?—I wish to say that we should get a pension equal to our present pay, and, should any increase be made of the pay, we do not ask a corresponding increase of the pension. The pay we enjoy at present would be sufficient pension.

2075. You would not ask any pension on the basis of an increase of pay?—No, should that increase exceed our present pay. Policemen are not like others. When they are a long time working among the public their mind is raised off business, and, after fifteen or twenty years, they are not fitted for any employment or business. They are generally unaccountable as pensioners, and that is a reason why they should have pensions to support them. Their habits are altogether changed, and they are not fit for ordinary labour or business with the public.

2076. Are there men represented by you in the county Monaghan who come under the 1866 regulations?—There are about 100.

2077. Out of how many?—Out of 140 sub-constables.

2078. What do you think the practical effect of this question of pension will be on them?—It will have a great effect in making them do their duty efficiently and think a good deal of their situation, in order to have this pension at the end of their service.

2079. Do you think that, as things stand at present, the force has no great hold on them?—I do not mean as to doing their duty, but as to remaining?—They do not look upon it as sufficient to make them stay in the force if they could better themselves any other way.

Sub-Constable
Francis Cox.
1 Sept. 1892.

Sub-Constable
Finnis Co.,
1 Sept., 1892.

2080. Do you think any considerable number of the men who joined since 1866 would leave in consequence of the increase sought in the scale of pension not being given?—Not exactly for the pension, but pay and pension together, because when a man gets up to six or seven years' service he looks forward to a pension.

2081. *Mr. Hoban*.—Do you seriously believe that, if your demands under the head of pension and pay were not granted, any large number of the force would resign?—I believe they would not resign, but that they would remain discontented.

2082. *Chairman*.—You wish to have the pensions of the men who joined before 1866 based on a yearly increase, instead of an increment of five years?—Yes, that it should be computed by annual increments.

2083. Do you agree with the estimate the head constable gave as to boots and clothes?—I do.

2084. Do you agree with the head constable that promotion ought not to be by counties, but extend over the country?—I think that promotion should be general over all Ireland.

2085. Have you anything to say about the system of examination?—Every sub-constable joins the service under the same regulations, but, when the sub-constables go out to counties, they find themselves under thirty-six different methods of advancement.

2086. Then you would wish to limit, in the manner pointed out by the head constable, the discretion which now rests, to a large extent, with the county inspector?—I would, from the way promotion is going on in several counties. A man of two years was promoted in the last month.

2087. Is it quite evident there is no fixed or regular standard of promotion?—There is no regular standard of promotion in the service. I would say that every sub-constable of about six years' service should be assembled at certain centres in a certain month every year to undergo an ordinary test examination, placing them on a list according to intelligence, character, and service, and let those men be promoted from the list as vacancies occur in different parts of Ireland.

2088. *Mr. Herrell*.—Of course, their names should be registered at head-quarters?—Yes, in Dublin.

2089. How would you propose the test examination should be conducted?—By parties independent of the force altogether.

2090. Would you not have a difficulty in obtaining persons wholly independent of the force who would conduct a *vet* examination on the subject of a candidate's competency as a policeman?—I would leave that part of the examination to the police authorities.

2091. To what particular authorities?—To a board of sub-inspectors, or to consist of a county inspector and two sub-inspectors.

2092. Those being the sub-inspectors of the county in which the candidate happened to be stationed?—I would say independent of the county.

2093. Then your idea is, having tested him for his literary qualifications by an examiner, to have a *vet* examination conducted by a board of officers, consisting of two or three officers of another county?—Yes.

2094. *Chairman*.—Do the sub-constables hold the same views as the non-commissioned officers on the subject of promotion to the rank of sub-inspector?—They do. They think it keeps back promotion in all ranks, and prevents men aspiring to anything in the service, when they see nothing further beyond the rank of head constable.

2095. Do you think the opening of the rank of sub-inspector to the force would keep up the class of men coming into the force?—It would, and stimulate the men to greater efficiency.

2096. Do you wish to add anything on the subject of the recommendation to grant a lodging allowance to married men not accommodated in barracks?—Married men not accommodated in barracks should get a lodging allowance of 10*l.* a-year.

2097. How many married men are there of all ranks in your county?—Fifty.

2098. About how many are accommodated in barracks?—Thirty-one.

2099. Do you think if the moment a man got married he was entitled to accommodation in barracks or a lodging allowance, that it would have the effect of inducing men to marry?—I think it would not. There is no doubt that some men are prevented from marrying by the want of means.

2100. But do you think the lodging allowance would induce men to get married the moment they had served the seven years?—Some might marry, but it would have very little effect on the service generally in that respect.

2101. Do you hold the opinion of the head constable about the removal of unfavourable records?—Yes; they should not appear or prevent a man's promotion after two years, and they should not tell on the pension at all; because it is a wonderful punishment on a man who is fined 1*l.*; he is prevented from getting promoted for two years. He goes out on pension and pays 1*l.* annually; so that if he lived thirty years he would pay 30*l.* for the single case of amercement, for instance.

2102. Do you not think that if the effect of bad records in the case of pension were removed, that that would be a great boon to the man in the matter of pension?—It would be a great boon.

2103. Is there anything else?—The allowance for fuel and light at present is inadequate.

2104. To what extent is it inadequate?—It is only about half what it ought to be to meet the requirements.

2105. When you say that, do you see the fuel you get for the guard-room for cooking purposes?—It is mixed, there is no separation; but I know that the fuel allowance we get barely pays for the gas alone in Monaghan.

2106. *Mr. Hoban*.—What is your monthly fuel allowance?—12*s.* in summer and 15*s.* in winter.

2107. Is your gas account 15*s.* a-month?—Our gas account averaged between 12*s.* and 15*s.* a-month during the last three years.

2108. *Chairman*.—At what rate are you charged for gas in Monaghan?—2*s.* 1*d.* per thousand cubic feet.

2109. *Mr. Hoban*.—You could use paraffin lamps at one-fourth of that. You are not under any obligation to burn gas?—No; but it is less trouble, and the thing goes on from day to day.

2110. It seems to me you are putting on yourselves unnecessary expenditure?—It amounts to this, that no person will interfere to get it cut off.

2111. *Chairman*.—Is there anything else that your men wish particularly to have our attention called to?—Some of them complained about the reward fund.

They pay 1*½* per cent. off their pay to the force fund. They do not object so far, as it goes to the support of widows and orphans, or in that way, but they do object to being taxed for the payment of rewards for public service.

2112. *Mr. Hoban*.—You think rewards should be by promotion and not by taxing yourselves?—I think so; or if public service is rendered let the public pay for it. For instance, a man does an act of good service in the county Kerry by arresting a murderer under exceptional circumstances. I think I have no right to be taxed for that service; but the public have a right to pay for it if he is to get a reward of 10*l.*

2113. *Mr. Herrell*.—Your idea of the constabulary force fund is that you have no objection to being taxed to some extent for a fund to provide for widows?—For a fund to provide for widows and orphans; I have no objection to that.

2114. But you do object to the fund being employed for other purposes to provide rewards for good police service?—It should not exist for that.

2115. And also for the travelling home of men discharged?—That should be also defrayed by the public, if defrayed at all.

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2116. *Chairman*.—Is there anything else you wish to suggest?—Men complain that they are not well enough protected at Courts of Inquiry. Except some corrupt evidence is proved on oath to have been given by a witness he should not be punished. It would create more independent evidence if there was such a rule.

2117. *Mr. Harrel*.—Is not one of the complaints this, that men are deterred from giving evidence they would otherwise give on account of his being unpopular, or against the weight of authority?—It is. It would be better for justice that men should be more protected than they are, and truth would come out better than it does.

2118. That is to say, that men should be encouraged to give their evidence, whether for or against?—Yes; independently.

2119. *Chairman*.—How would you propose to encourage them?—By not holding over their heads the punishment of transfer and fine for some slight inaccuracy in their evidence, without the intention to be false witnesses being proved at all. They may be fined, for instance, 3s.

2120. *Mr. Harrel*.—The offence known in the force as "unsatisfactory evidence before a Court of Inquiry" should not be so considered unless there is something very aggravated?—Unless it is proved, like in other cases.

2121. *Chairman*.—Unless there is either gross recklessness, or wilful falsehood?—Wilful falsehood.

2122. Are you also in favour of having the officers sworn in the Courts?—Yes; they should be sworn. There is another matter the men wish me to mention. When they are not on duty they feel aggrieved at not being permitted to go everywhere they please; for instance, enter public-houses and other places without being subject to be reprimanded and fined. In small towns they sometimes get their necessities in public-houses, and when not on duty they should be permitted to go in independently like any other person.

2123. *Mr. Harrel*.—When you say "go where they like," do you mean limitation of the absence from barracks?—No; but going into public-houses.

2124. *Chairman*.—Is there anything else?—They complain of the quality of the clothing. Indeed, it might be improved. Our clothing, compared with that of the Dublin police, is nothing at all.

2125. Is that as to the material?—As to the material.

2126. *Mr. Harrel*.—Their cloth is finer?—And far better.

2127. But, after all, the constabulary cloth is not bad?—For a month or so, when it is new. Afterwards, it is only a rag. The cost of making up the clothing, too, is entirely inadequate.

2128. What addition do you seek to have made to the present allowance?—The making of the tunic I have on cost me 8s. 6d., and the trousers 3s. 6d.; I am allowed 5s. 6d. for the tunic and 2s. 6d. for the trousers.

2129. *Chairman*.—Is not 8s. 6d. rather a high price?—It is generally about 8s. You will get no good tailor to make it under that. We paid 8s. to a man in Monaghan for the last tunic.

2130. What does a head constable pay?—A head constable gets 10s. 6d., and it generally costs him 14s. for the making of his tunic. For the trousers he pays 3s., and he is allowed 2s.

2131. *Mr. Harrel*.—The head constable pays 3s. 6d. more than he is allowed, and you pay 2s. 6d. more?—Yes.

2132. *Chairman*.—Is there anything else you wish to add?—With regard to the nightly allowance there is a grievance. If a man goes on duty after 9 o'clock he will be allowed only for the eight or twelve hours' absence, as the case may be; while, if he started before 9 o'clock he will get 4s. 6d. If it were made twelve hours, terminating after 3 o'clock, no man would be doing a night's duty without being paid for it.

2133. *Mr. Harrel*.—Then if a man got a night's allowance for twelve hours, terminating after 3 o'clock a.m., might it not be possible that he would go out at 1 o'clock in the morning, and come back at 1 o'clock next day, upon a night's allowance?—It would.

2134. Might he not, under the circumstances, also have been in bed in his own barracks from 9 o'clock to 1, and not be obliged to incur the expense of lodging during the time for which he would get the 4s. 6d.?—It might; but when he goes out at 1 o'clock at night he is still out the whole night as much as the man who goes out at 9 o'clock, for the difference of a few hours.

2135. But this allowance of 4s. 6d. is to recompense him, not for his absence, but for certain expenditure which it is supposed must be made during the time he is out?—Yes; but the difference is very little, and the old rule met the point better than the new one. The old rule was twelve hours, terminating after 3 o'clock, to entitle a man to a night's allowance of 2s. 6d. If that rule were substituted, it would be better than the new rule.

2136. Now the rule is that the twelve hours for which the night's allowance could be claimed must include six hours between 9 and 3 o'clock?—The time must commence before 9 and terminate after 3 o'clock.

2137. If the nightly allowance were for any twelve hours which included 12 o'clock midnight, would that meet all purposes?—A man might come in at half-past 12 o'clock at night, having completed twelve hours, and I do not think he would be entitled to a night's allowance. A man has not incurred much hardship up to 12 and 1 o'clock at night. The time between 12 and 6 in the morning is the most important, and if the twelve hours terminating after 3 were substituted for the ten hours heretofore, it would meet the point perfectly well.

2138. *Chairman*.—Is there anything else?—The head constable made a remark that any man who failed at examination should not be allowed to present himself again. I think that would be a great grievance. Give a man an opportunity of acquiring information, and permit him to redeem himself. At the end of two years he should be allowed to present himself again. There is another matter I would like to mention. The men consider that discipline should be left in the hands of their officers. If he caused a great grievance among the men at present that they are moved about, and they feel it badly.

2139. You say that has caused a grievance?—It has.

2140. *Mr. Harrel*.—What do you mean by saying they should be left to their officers?—Any changes should be directed by the authorities through their officers, and not any person outside of them.

2141. *Chairman*.—Tell us the nature of the grievance?—There was a man, for instance, in the county Monaghan twenty-nine years and ten months, and he was changed to the county Down for some little thing, not through his own authorities at all, but, I believe, through the action of a resident magistrate. If this was done through his proper authorities, the police authorities, there would be no grievance in it; but when it comes direct to the constabulary not through their authorities, it creates a grievance and upsets discipline.

2142. Has that been the effect in Monaghan?—It has, and in more places than I can enumerate; it is working its way.

2143. And the evil is increasing?—It is.

2144. Did the order of removal come from the resident magistrate to the man?—No.

2145. How then do you prove it came through the resident magistrate?—It originated with him.

2146. Was this done by the resident magistrate at the request of the man, or as a sort of punishment?—As a sort of punishment, though the man had his pension earned all but two months of the time.

2147. How did it become known to the man that

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It was done through the resident magistrate?—It occurred after a case in which his evidence did not please the resident magistrate at petty sessions. Then it was quite evident; every man knew it.

2147. Was there any expression of opinion by the constabulary officers on the subject?—I am not aware.

2148. Has this feeling been growing of late?—It has all occurred of late within the last twelve or eighteen months.

2149. Have there been other cases of the same tendency?—The men observe that their own authorities, the sub-inspectors and county inspectors, have little or no authority over them at all, but that the authority is now used by the resident magistrates.

2150. *Mr. Hobson*.—You have no special resident magistrate in your district?—We have not.

2151. *Chairman*.—Tell us on what occasions this interference by the resident magistrates makes itself felt; do they go into the barrack and direct the men where to go and what to do?—They do not; but in all cases where there are directions it is the resident magistrate who must be obeyed, although the county inspector and sub-inspector may be present; and they must take their directions from the resident magistrate.

2152. Has that occurred in your experience?—It is occurring at present.

2153. *Mr. Hobson*.—Was that always the case?—Never before.

Sub-Constable ALEXANDER BIRCHET, examined.

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Alps. Birchett,
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2154. *Chairman*.—You are a sub-constable stationed in Wexford, and representing the sub-constables in Wexford?—Yes.

2155. How long have you been in Wexford?—Ten years.

2156. How long have you been in the force?—Ten years and a-half.

2157. About how many men do you represent?—About 180 or 160.

2158. The first subject dealt with in your Memorial is that of pay. You have heard a good deal here to-day from the head constable and sub-constable of Monaghan in favour of an increase of pay, these arguments being founded on the increased price of provisions, and a comparison with other forces; do you agree with these arguments?—I do.

2159. Your constable told us yesterday that the daily expenditure for provisions is 2s. 7d. a-day in your county; is that your estimate?—About that; it might be a little more.

2160. What do your men find to be the average price of beef?—10d. per pound for good beef.

2161. They would consume each about 1 lb. a-day?—Generally.

2162. How often in the week have you meat?—Every day, except Friday.

2163. Do men of all denominations abstain from meat on Friday?—Generally.

2164. What is the amount of the increase of pay you demand?—At least 1s. per day.

2165. Do you wish to add anything to what you have heard on the subject of pay?—It is hard for me to remember all I heard said to-day, and the head constable and sub-constable disagreed on several points. I would agree with some of what they stated, but I would not agree with other statements they made. There were also several answers they gave which I would not give.

2166. Then make your own case on the subject?—The pay is quite inadequate at present to support me as I would wish to live. I have made out what it would take to support me for a month, and I find, after giving myself everything I would use, I would

2154. *Chairman*.—Of course, in the matter of discipline, you are guided by regulations with reference to obedience to your officers' orders?—Yes.

2155. Every policeman is taught certain rules of discipline and obedience, and the regulations are brought under his notice?—They are.

2156. Were there any regulations brought under the notice of the force with reference to the authority which the resident magistrates see now using?—Never.

2157. Therefore, your case is that you are acting under one set of regulations which have been taught you, and you are called upon to obey another system in reference to which you have received no regulations whatever?—Yes, no regulations whatever.

2158. It is found that that irregular system of a double authority over you is calculated to subvert discipline?—Yes.

2159. And produce discontent?—Yes.

2160. *Mr. Hobson*.—You understand, of course, that by Act of Parliament you are bound to obey the lawful orders of magistrates?—We are.

2161. And liable to punishment by Act of Parliament for disobeying them?—Yes; as a general rule they come through our sub-inspector.

2162. Do not those lawful orders mean the execution of warrants and the directions of magistrates acting under statute and according to law?—Yes.

have got 8s. 10½d., and that does not include tobacco and several other minor things that I require.

2176. At what daily rate do you make out that sum?—I did not calculate the rate per day, because it would only go as far as necessary for the actual meeting; but there are several other items we have to get.

2177. State what the other items are besides the ordinary matters referred to as men?—Beef for twenty-seven days, at 10d. per lb., 12 2s. 6d.; butter, 8 lb., at 1s. 2d., 7s.; tea, 1½ lb., at 5s. 4d., 5s.; bread, 6s. (and in most cases the men use more than that of bread); sugar, ½ stone, 2s. 7½d.; potatoes, 4s. 4½d. I allow 1 stone of potatoes for four men, at an average cost of 2d. a-stone throughout the year, and I think that that is under the mark, for I was over two years in one station, where we seldom got potatoes at less than 4d. a-stone. Then I have cooking, 5s.; milk, 3s. 7d.; fish on Fridays, 1s.; vegetables, 2s. 6d.; table beer, 5s., being for half-a-pint a-day; salt, pepper, and mustard, 6½d.; eggs (two each morning), 5s.; boots at the rate of 6s. a-month, or 32 s-year; shirts, three in the year, 1s. 10½d. per month; socks, 10d. a-month; breeches and handkerchiefs, 4d. a-month; soap 6d. a-month; blacking and paste blacking, 6½d. a-month; cloth and ordinary utensils, 3d.; extra fuel, 1s. 4d.; combs, brushes, and towels, 4d.; mats and brushes for the barrack, 4d.; newspapers, 3d.; stationery, 1s.; clean clothes, 1s. 6d. (I was only allowing one suit in five years); knife and fork and razor, 3d.; church money, 2s. a-month.

2178. *Mr. Hobson*.—What is your estimate per month for all that?—42s. 11½d.

2179. That estimate includes your cost of living altogether, food, clothes, and everything else?—Not altogether; there are other things.

2180. What other things are not included in it?—Tobacco.

2181. I mean necessities of life?—Yes; I have given most of the necessities. I got very little time to make out this estimate, and perhaps I may have made a slight mistake.

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2182. The result of this estimate is to show that after you have paid for everything in the way of food and clothes, you will have something small at the end of every month?—Yes, and only something very small.

2183. You may call it pocket money?—Yes. For over ten years' service I have only 8s. 10d. a-month. I am not a married man. A man of four years' service and under eight has only 4s. 7d., and a man of less than four years' service has only 4d. for himself.

2184. Has that estimate been liberally framed?—There is not an item in that but I use, and always did.

2185. And you could not possibly do without it?—I could not possibly do without it.

2186. Is the item of stationery for writing official letters and to your friends?—Both; I have very often to use paper for official purposes.

2187. Chairman.—Passing from that argument in favour of an increase of pay, is there any other on that subject which you wish to dwell on?—That is the only argument I have. My situation is no use to me; I am working for nothing; I have nothing to remunerate me for my time, and I have nothing to look forward to but pension.

2188. Mr. Holmes.—When you say you have nothing to remunerate you for your time, is not the fact that you are able to feed and clothe yourself remuneration?—That would be like remuneration to work for the bit we eat as we work.

2189. Chairman.—State your views so far as you think necessary in reference to pensions. I suppose those who entered since the 10th August, 1866, seek to be placed on a level with those who entered before that date?—We want equalization of pension, and the pay to be drawn as pension.

2190. That is to say, a pension equal to your pay?—We first seek 1s. a-day of a rise in pay, and then to draw the pay as pension.

2191. Do you mean to say that your pension should be calculated on the increased pay which you demand?—Yes.

2192. The main argument in favour of equalization of pension has been that the men who entered since 1866 have undergone the same labours as those who entered before 1866. Tell us what is your special argument in favour of this, in addition to what we have heard?—In general, the men who joined since 1866 have gone through more hardship; because the old hands were not generally asked to go on those late heavy duties at all.

2193. Therefore you say the late arduous duties have told on the men who joined since 1866 more than on the old hands?—It is the young men of the force who have performed all the late duties. I may say I have been through several parts of Ireland on duty myself, and it is very seldom I saw a man on such duty with over twenty years' service; it would be one to fifty of the young men.

2194. Mr. Horrel.—Are you speaking now merely of what occurred under your own observation when absent on duty, or are you speaking with authority on the subject when you say that the old men or the men of long service were exempted from duty because they were men of long service?—I cannot say what was the cause of it; but I have known it to be the case myself.

2195. Did you ever know an instance where a young man was selected to go on duty because it was arduous, for the purpose of leaving an older man in his barracks?—Not selected; but the younger men used generally to volunteer for the older men.

2196. Then if the younger men went it was a matter of their choice?—Yes.

2197. Mr. Holmes.—When you joined did you know what pension you would have?—When I entered the service I did not know what the pension was, but after five or six years I naturally thought the law would be altered and the inequality made right.

2198-2199. Why did you think the law would be altered?—Because I thought it an unfair law.

2200. Chairman.—Has your attention been drawn to the rates of wages for labour?—Our duty has nothing to do with labour. A labouring man has his wages, and if he is not satisfied he can go about his business or get better wages. When a policeman is sometimes in the force and lays down his mind to his duty, he knows nothing else. A labouring man has nothing to do only earn his wages six days in the week. He goes out in the morning at six or seven o'clock, and when he returns he can amuse himself as he likes, and he is not open to the dangers that we are. Sometimes we have to perform most dangerous duties, as is well-known.

2201. On those grounds you say the ordinary labour market is no test for the pay of the police?—I think it has nothing whatever to do with it.

2202. Mr. Holmes.—Is it not the case that the labourers' wages are precarious, uncertain—that perhaps one week he is in receipt of good wages, and then out of employment?—It is.

2203. Is it not the case that your pay is certain and continuous?—It is, but the dangers are continuous.

2204. Is there any danger in ordinary times?—There is.

2205. How?—We are subject to danger every day.

2206. But before this kind agitation, when the country was perfectly quiet, had you any real dangers to undergo?—I had very often in rows. When arresting prisoners we are liable to have our brains dashed out with a brick or a stone.

2207. Mr. Horrel.—Were you ever injured?—I never was, but I saw men injured beside me.

2208. How long are you in the service?—Ten and a-half years.

2209. As a matter of fact, how many men have you seen who received permanent injuries?—I should say about four or five.

2210. Mr. Holmes.—To be perfectly candid, do you not think that a bricklayer or mason runs much greater risk to life and limb than a policeman?—I think not.

2211. Do you not think that a sailor does?—Well, I would not like to be a sailor, Sir.

2212. Chairman.—Is there anything else you wish to add in reference to pay and pension?—I think that is all.

2213. Now pass to the next topic, taking your own order, and state your views?—Promotion is the next. I say that all promotions to the rank of county inspector should be from the ranks. I would wish to have the system of examination altered, too.

2214. In what respect?—To have a general examination to examine the men at specified times.

2215. Would you have him a member of the force?—Yes.

2216. Would you have him examine in ordinary literary subjects, as well as in the duties of the force?—I would have him examine in everything they would want to merit promotion.

2217. Are you in favour of promotion, not by counties, but through the country generally?—That is what I object to in the sub-constable's evidence. I would wish that promotion should be confined to counties. It would be most inconvenient, and it would be very hard, if a vacancy occurred in the north, that a man on getting promotion, who happened to be stationed in the south, and perhaps a married man, should be transferred to the other end of Ireland. The promotion would, in that way, cost a man a great deal of money and a great deal of trouble.

2218. Then you consider that an objection to the adoption of the system of general promotion, instead of county promotion?—Yes. I would have promotion in the county, not outside it.

2219. Go to the next subject?—The next is, the abolition of unfavourable records.

2220. What are your views as to unfavourable

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records?—That they should be wiped out after three years.

2241. For the purposes of promotion?—For all purposes.

2242. You say an unfavourable record ought to be wiped out at the end of three years?—Yes.

2243. Suppose a man has a record against him within three years before he retires, would you have that record count against his pension?—No. On the day of his retirement I would have it wiped out.

2244. Therefore, you would wipe out all records for the purposes of pension?—Yes.

2245. Pass to the next subject, please?—The next is lodging allowance for married men and widowers not accommodated in barracks.

2246. At what rate do you suggest that should be given?—12*l.* a-year.

2247. About what proportion of the married men are accommodated in barracks?—There is not half.

2248. Do you think the want of accommodation in barracks compels them to spend money on accommodation which ought to go to their support?—Yes; it leaves them very little to live on.

2249. Do you think the giving accommodation would have the effect of inducing men to avail themselves of the right of marrying after seven years?—No. I do not think that any inducement that could be held out to me would make me marry, except I was inclined myself. There is another matter which is a grievance to married men not accommodated in barracks. The regulations of the force at present require that a man must reside within 440 yards of the barracks. That rule is of great inconvenience, because there may be a nice suitable house for a policeman within reasonable distance beyond that limit.

2250. The nature of the grievance having been pointed out, it will be quite enough to tell us what you recommend; would you have the limit extended to 800 yards?—I do not think it should be limited at all, but in reason.

2251. That is, that it should not be limited by a strict rule?—Yes, anything in reason.

2252. Whom would you have decide it in each case?—The sub-inspector or the county inspector; I am sure that either would be fair.

2253. Mr. Harrel?—Would you say it would be reasonable at all times that the residence should be within the precincts of the town if the barracks was in a town?—That would depend on the position of the barracks. If the barracks was in the outskirts of a town it would not matter if the policeman's lodgings were further out in the country than the barracks, so that he did not reside too far away from the barracks. I would not advocate that be should be too far, for the man's own safety.

2254. Chairman.—Is there anything else you wish to add?—I have been asked to seek that married men's wives should be allowed to carry on any respectable trade.

2255. Then you agree with the evidence, that it is a hardship on the families of the men that their wives are not allowed to carry on trades?—In a great many cases it is.

2256. That is, in cases where there is a large young family to be taken care of?—Yes.

2257. You would not have them open public-houses or engage in anything that would make them too dependent on the public?—I would not have that at all; but very often they have trades as rifflers or dressmakers, and they could very quietly make a great deal of money in that way.

2258. Mr. Holmes.—Are they obliged to give up occupations like that?—They are obliged to give up that by the regulations of the force.

2259. Chairman.—To whom would you leave it to say whether or not a constable's wife should be allowed to go into any particular business?—I think the sub-inspector would be quite competent to decide.

2260. Do you not think there would be a danger in

leaving it to the sub-inspector, as sub-inspectors might in one place allow trades and others would not; or would it not be better to have it regulated at headquarters by general regulation?—I desroy that perhaps it might be the best plan.

2261. Is that a matter which the men feel a good deal?—Yes; it is very often spoken of.

2262. Do you think that permission given to the women to earn money in that way would add considerably to the earnings of married men?—It would.

2263. The police generally marry women that are not idlers, but who are brought up to be useful and industrious wives?—Generally.

2264. Mr. Holmes.—May a policeman's wife now go into domestic service?—I think not.

2265. Mr. Harrel.—She can only engage in service as a sub-constable's wife in a police barracks?—Yes.

2266. Chairman.—What is the general feeling of the force as to that?—I do not think it would be permitted at all in the force. The men who would permit his wife to go to service would have to leave the force.

2267. You think that feeling is likely to remain in the force?—I think it is.

2268. Is there anything else you wish to add?—I heard a remark made about the desirability of an ass on a journey being kept at some stations for the accommodation of married families; I think it would be very necessary in some places. We do not ask the animal at the public expense; we only want permission for it. We would not ask for any allowance. I was myself at a station where we were at very great inconvenience to get things out of town, and we had to pay for an ass and car perhaps two or three times in the month.

2269. Now, please go to the next subject?—The next is with regard to the clerks in the office.

2270. Do you mean the county inspector's or the sub-inspector's clerk?—I mean the clerk in the Constabulary Office, Dublin Castle.

2271. You think the places of those who are chosen from outside the force should be filled in the force?—I think they should be filled by men in the force.

2272. You think that would to some slight extent increase the promotion, and also those officers are rewarded that ought to belong to the force?—It would be a very great boon to the force if those offices were filled, say, from county inspectors' clerks.

2273. At what period of service does a man generally become county inspector's clerk?—It varies very much.

2274. But, as a rule, is it young men or old men that are made county inspectors' clerks?—Of late years it is almost entirely from young men the office is filled.

2275. Chosen for their smartness?—Yes.

2276. You think a man who has shown himself fit to discharge that duty ought to be fit for the duties here?—I do; more so than those parties at it as present.

2277. Owing to his knowledge of the force and details?—Yes.

[Mr. Holmes was obliged to leave on official business.]

2278. Is there anything else?—The description of clothing.

2279. Do you find fault with the cloth?—I do. In towns it is almost a disgrace to see some policemen, the way their clothes are patched. It is not a respectable thing to see policemen walking about with patched trousers.

2280. Would you say, in some of those cases, that the appearance was the result of slovenliness on the part of the men; some being tidy, and others not?—I could not; because I often hear a new trousers myself by accident. The cloth will stand up to all. In crossing the country, if you give a sudden jump up on a ditch, you are nearly sure to tear your trousers.

2261. Is the cloth of the tunic something better than that?—The tunic is better; but it is liable to tear too, except it is well made, and it is hard to get a good military tailor. The tunic is sure to tear under the arm.

2262. That is partly the result of the cloth, and partly the result of not putting it well made?—Yes. The forage caps are not fitted at all for use.

2263. Why?—They are no use in summer or winter. In summer they will not keep the sun off, and in winter we might as well have nothing on our heads. We get only one every two years, and that is not adequate. I had to buy up to five since I joined the force; I may say one every year.

2264. What do they cost?—3s. 6d. I would also remark that for five years I did not get a forage cap at all served out to me.

2265. Why?—I could not say.

2266. Was that because of the regulations, or was it because the regulations were not observed?—There were a couple of men in the county who got them, and the remainder did not, and were without forage caps for nearly five years.

2267. But the regulation is that you should get them every second year?—Yes.

2268. Go to the next subject, please?—The next is, as to Courts of Inquiry; but that has been gone into before.

2269. You agree with what was said about Courts of Inquiry?—Yes; but I think our Court of Inquiry should be the same as every other Court as to the way of evidence.

2270. What is the rule at present?—Suppose there was only one man who swore one thing; if the officers got it into their heads that that man was right, though ten men swore to the contrary, he would be believed before the ten.

2271. Would you introduce a rule that a plurality of witnesses should be believed against a minority?—Yes; it should go by the weight of evidence; it should go by the number of witnesses.

2272. The weight of evidence? It is a saying in the law, that evidence is to be weighed, and not counted; and in many instances there might be weight in one man's evidence that would outweigh the evidence of ten men. But do you say this, that one man is unduly believed against many men?—Yes.

2273. What remedy would you propose for that? Surely, you would not lay down a hard and fast rule that five witnesses should be believed against three or against four?—I think it would be the fairest.

2274. Do you think it would be a remedy by having the members of the Court sworn, and therefore the solemnity and responsibility of the inquiry made greater?—I think it would to some extent.

2275. But there is no rule at present compelling the Court to believe a larger number of witnesses instead of a smaller, and therefore it is not in consequence of any regulation they would do so or not?—It is not in consequence of any regulation, but it is with regard to the nature of the evidence that a man gives, if they consider it is reliable, and though ten swore what, in their opinion, was not reliable, they would go against the ten.

2276. Pass to the next question you wish to bring before us?—That is all, with the exception of some sections of the Code.

2277. Tell us what sections you wish to have reformed?—I cannot tell the words of the sections, but I took the numbers of them. I made an application to take the Code with me when I was coming, but my application only reached as far as the office in Wexford when I was ordered here. I object to the regulation by which a man is made answerable for the misconduct of his junior whilst in his company. I have known instances of great hardship arising from this regulation, amongst others one in which a senior was made responsible for the drunkenness of a junior, and the junior was already drunk when he came into his company.

2278. I suppose there are other regulations you

wish to have altered. Here is a copy of the Code, to which you can refer?—It is not altogether what I want myself, but regulations have been brought under my notice.

2279. Will you be kind enough now to refer us to those regulations?—The first is with regard to Barrack Regulation 46, making it compulsory that children should leave the barrack at 14½ years of age.

2280. *Mr. Harrel*.—What do you propose it should be?—It should be a reasonable time; when they come to the age that they can go to some business.

2281. What would you say that age should be?—16 or 17.

2282. What is the next section?—Barrack Regulation 9. The men desire that they should not be confined to a quarter of a mile from their barrack.

2283. That is, to a distance of a quarter of a mile when leaving?—Yes.

2284. What do you propose the distance should be extended to?—That they should give a cause for going any reasonable distance on any reasonable business, either private or public.

2285. *Chairman*.—But that would make it necessary for a man on each occasion to ask some superior officer for leave, pointing out the reason of his wish?—Not to ask leave; but that a man could go a reasonable distance, and stop a reasonable time. At present the regulation is that they can be absent two hours, but not to go beyond a quarter of a mile, and that regulation is infringed in every barrack in Ireland.

2286. *Mr. Harrel*.—As no two men take exactly the same view of what is reasonable, would it not be better to extend the distance, or the time, or both?—I would say 2 miles from barrack when a man would be perfectly certain that he would not be required for duty within, say, four hours.

2287. That would be a long time for a policeman to assure himself that he would not be required for duty?—There are many times he would not.

2288. *Chairman*.—What is the next, please?—The next is section 57, with regard to marching orders and parades the first Monday in every month.

2289. *Mr. Harrel*.—That is with kit packed?—With full kit.

2290. *Chairman*.—What would you suggest as to that?—I would suggest to abolish it altogether, as unnecessary. It is quite sufficient for the sub-inspector or the county inspector on inspection to see that the men's kits are regular. By opening the box they can see the kit, and also the packs. It is quite unnecessary to be parading men the first Monday in every month.

2291. Is that felt to be really a hardship and a nuisance to the men?—It is; and there are some sub-inspectors who parade on every inspection in marching order; so that the men are thus compelled to parade twice a month in marching order—on the first Monday and when the sub-inspector parades them.

2292. *Mr. Harrel*.—What is the next section?—The next I had marked was 59, with regard to the keeping of cattle.

2293. That is, about keeping the ass or the jerk?—Yes. The next is 59, that is, where a constable or a sub-constable prefers a charge against his superior, and he fails to prove it, he will be punished. On the other hand, if the superior prefers a charge against him, and he fails to prove it, he will not be punished.

2294. *Chairman*.—Are you aware what the rules are in other police services on that subject?—No.

2295. *Mr. Harrel*.—Are you aware that it only renders a person of inferior rank liable to punishment, and that it does not follow that a charge will be preferred against him?—It only renders him liable to punishment.

2296. And it would be only in a case where the charge he so made was vindictive or invented?—The principle should apply both ways. I have known a

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Alex. Elliott.
—
1 Sept., 1882.*

Sub-Constable
Allen Elliott.
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case myself where a constable preferred a vindictive charge, and failed to prove it, and he got off scot free.

2297. Did you ever know a constable to be reported and tried for vindictively charging a man?—I never knew a case of it.

2298. What is the next section?—115; that is, where men are on leave they are to report their return before 8 o'clock to head-quarters.

2299. Do you propose that that should be extended to roll-call?—It should be extended, I would say, to 11 o'clock. There are plenty of backward stations, so that the train loses a man a day's leave. The next is 118; we want that men should not be subject to the regulations of the force when on leave.

2300. Does that mean with reference to their personal habits, that a man would be reported if drunk on leave just as he would be if on duty?—I would not go so far as that; it would be right to punish a man who gets drunk any time; but so far as going into public-houses or anything like that, he ought not to be subject to the regulations.

2301. Is that what you contemplate?—Yes. The next is section 10, which was brought under my notice when I was appointed to come here; it is about fishing. Some sub-constables wish to have permission to fish in their hours of recreation.

2302. What is the next?—The next is 352, which requires that men, when they get married, are to be transferred to another county. I think in place of that regulation being of use to the service, that it is very detrimental, because the police are supposed to marry respectable girls, and by living in the county in which they get married they would be in a position to get information, and they would not be in that position when transferred to a distant county. In fact, a man going to a strange county knows nothing about it, or the habits of the people, or the class of people he is amongst for two or three years. I think it is entirely wrong to transfer a man from the county in which he has served most of his time, and knows the people and their habits.

2303. Then you believe the cases in which a man might be locally influenced to the detriment of the public service would be more than counterbalanced by the instances in which the local knowledge he had acquired hitherto and the influence of his wife's relations would be useful?—Yes. The next is 76, which is a grievance both to constables and sub-constables; it is where the constable has to get up to inspect patrols on coming in after roll-call in towns. That is considered a great grievance by the constables and the sub-constables in this way, that at a country station a sub-constable is considered

capable of going out and patrolling and coming in again without being inspected by his constable, but if he is in town he is inspected.

2304. It not only bears hard on the constables, but the sub-constables consider it unnecessary?—Yes; it is throwing a slur on men that they are not worthy of confidence.

2305. In a case where there is no inspection the patrol is looked up by the barrack orderly?—Yes.

2306. And he is to note anything wrong?—Yes; he has to note any irregularity. With regard to the head constables—about the average number of hours' duty—I would say that twelve would be as average for the duty I perform.

2307. Chairman.—Do you mean in a rural district?—Yes.

2308. You are speaking of a disturbed district?—Yes, Wexford; it is not very disturbed, but we have been so often on temporary duty.

2309. Do you calculate in that the time you are obliged to wait in the barrack?—Not at all.

2310. Mr. Harrel.—Do you include the hours in which you are on your feet on duty?—Yes. The twelve hours may not be continuous at one time; but last week I was on duty from 9 o'clock in the morning until 2 o'clock the next morning.

2311. But that would be an exceptional case?—That was an exceptional case.

2312. Chairman.—Then that would mean seventeen hours?—Yes.

2313. Taking the week that occurred, one day with another, you were on duty about twelve hours a-day on the average?—Yes.

2314. When you say you were on duty for seventeen hours consecutively, did not you get to bed at all?—No. I started at 9 o'clock in the morning, and I was on duty (with the exception of what I was taking tea in the barrack) till 2 o'clock next morning.

2315. Mr. Harrel.—What duty were you on?—I was half-dring all day. I got home a little after 4 o'clock, and I had to start after I took my tea to where there were some emergency caretakers.

2316. But the half-dring is only once a-year?—Yes; but I have been often as long on duty before.

2317. Chairman.—In that time did you get a meal?—Yes; I had one in my barrack.

2318. Taking one day with another, it was twelve hours a-day?—Yes.

2319. But that was not so before these disturbed times?—It did not amount to that until this agitation.

2320. Before this agitation, how many hours were you on duty on an average during the day?—It would be some five hours on an average.

2321. Now it is twelve?—Yes.

2322. Then it is more than double?—Yes.

Constable HENRY TILLOX, *continued*.

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H. Tillox.
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2323. Chairman.—You represent the non-commissioned officers of the county Westmeath?—Yes.

2324. How long have you been stationed there?—Fifteen years and ten months.

2325. How long have you been in the force?—For that time.

2326. About how many men do you represent?—I represent about seventy non-commissioned officers.

2327. About how many of those are married?—About one-half of the non-commissioned officers are married; there may be something more.

2328. I will ask you to select your own order in bringing the subjects you have to mention under our notice. Where you think right, say you agree with so-and-so's evidence, and where you have anything to add, add it, bringing everything you consider necessary fully under our notice?—I wish to say, in the first instance, that it has been pressed upon me by

the parties who sent me here to represent, as strongly as possible, the case of married men with large families, and of whom I am one myself. To do so I propose, as has been recommended by them, to show what is my absolute outlay, and then to compare that with my present income. Now, I am myself a married man, with five children.

2329. How long were you in the force when you married?—I was eight years and six months. Now, for fuel, I pay at the rate of 16s. a-month.

2330. This is for the use of yourself and family?—Yes. I am now simply going to give my own actual outlay, and the majority of the married men in the county with families consider that it fairly represents their case.

2331. Does the statement of your expenditure which you are giving as your outlay mean the portion of your general outlay which you think is expended on

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yourself, or does it mean the general expenditure of yourself and your family?—For myself and family. I live now in barrack. My apartments are separated from the rest of the men, and everything here is for the support of myself, my wife, and five children.

2332. Now go on, please?—For fuel I pay at the rate of 10s. a-month. I have to pay the barrack-servant for cleaning the other portions of the barrack occupied by the men at the rate of 1s. 6d. a-month. For brushes and mats for the barrack (not my own portion, but the portion occupied by the men), I pay 6d. a-month. For washing, I pay 5s. monthly; I live three storeys up in the house, and the necessity of keeping the rooms in proper order with five children is so great that I find it absolutely necessary to give out my washing. For candles, I pay 8s. a-month, and for lamp-oil, 1s. 4d.; soap and blacking, 6d.; three pairs of boots in the year at 15s. each, that is, 3s. 9d. a-month (I get them in Moate, where I am stationed, for about that). For shirts, I pay about 1s. 8d. a-month, for four in the year; I have to get two from John Ireland for winter at 12s., and two for summer, 4s. each, making altogether 11s. or 1s. 8d. a-month. For socks, nine pairs in the year, I pay 1s. 2d. or 1s. 3d. a-pair, that is, 1s. a-month, and for towels, handkerchiefs, and braces, about 1s. a-month. There are only two of my children going to school—an Erasmus Smith's school—and I am obliged to pay 2s. 9d. monthly as school fees. To keep my wife and five children in boots and clothing, I lay out 15s. monthly, and they are kept only in such a way as I am actually bound to keep them. For bedding, I find that, at the very least, I have to lay out 3s. a-year, that is, 5s. a-month. Single men are supplied with barrack-beds. Married men are not; they must supply themselves. I have a total expenditure of 52 10s. 3d.

2333. Mr. Barrett.—That is without feeding yourself or family?—Without feeding myself or family, and for things absolutely necessary, and I am paying that money.

2334. Chairman.—That is 30l. 2s. a-year?—Yes. Now, my income monthly is 5l. 12s. 6d. net pay, leaving a balance, to support myself, my wife, and five children, of 3l. 2s. 6d. in the month, or something about 2s. 3d. per day. Now, 27d. for seven in family is not exactly 4d. a-day. Yet, that is actually my own case; I have not 4d. a-day to support each one of my family. Of course, there are some of the children small as yet.

2335. What is your yearly pay?—72l. 16s. My gross pay monthly is 6l. 1s. 4d. Then there is a deduction for percentage, which brings it down to 5l. 12s. 6d. as my net monthly pay.

2336. In the case of married men living outside barrack, of course there is to be added to that the cost of their lodgings?—There is. I purpose now to show you what it would take in the town that I am living in to feed my family. I have shown that I have only 4d. for each one, or 2s. 3d. a-day for seven in family. Now, for the seven in family, for breakfast 1 ox. of tea, 2½d.; sugar, 1½d.; bread, 6d.; butter, 4d. per quarter, at 1s. 6d. per lb., and during portion of the time that is past we would not get it for that in the town; saw milk, 1d.; that is, 1s. 3d. without anything but tea, and bread and butter. For dinner: potatoes, half-a-stone, 4d.; they are 8d. a-stone at present. Now, there are six out of the seven to eat meat, and 2 lbs. (as little as I could divide among six), at 1d. per lb., 1s. 6d.; vegetables, 3d.; and salt, &c., 1d.; that is, 3s. 2d. for dinner. Now, milk in the day for the children, 4d. (we will not do), and corn flour, 1d.; that is, 5d. For supper, I have the same articles down as for breakfast; nothing but tea, and bread and butter, 1s. 3d. Totting them up: 1s. 3d. for breakfast, 3s. 2d. for dinner, 1s. 3d. for supper, and 5d. for sundries, 5s. 1d. a-day; while all the money I have is 2s. 3d., thus leaving me to get 2s. 10d. from some other source, as I have had to do for the last four years. I drew that money from private sources, but it is paid. Not one penny do I owe.

[1509]

2337. Suppose men with that number in family, would you say yours was the average rate of expenditure living in barrack?—I would say that that is scarcely the average; I think it is below it, because very few men can perform the duty of a policeman living on nothing but bread and tea for breakfast and supper; at least the duty performed in a county like Westmeath for the last three years.

2338. Many of the men who are in that position have no private fund on which to draw?—They have not. It is not for me to say it, but I know it, nevertheless, that there is money yet to be paid in many stations. I was in one not long ago that a constable had left. When I went there temporarily I visited the house, and the story I heard was what I would not wish—the constable left in debt. Fearing there should be any doubt about the 2s. 10d. to support myself and my family, I am in a position to show, if necessary, that I have had the money, and drew it out of the bank.

2339. In point of fact, you are not in debt?—I am not in debt, and I still have money, but never earned it from the public service. To meet that 2s. 10d. a-day I find that even an increase of 1s. a-day would not actually add 2d. to the 4d. But the wish of the men who sent me here was that 1s. a-day would be the only increase. I would ask, provided other allowances which I will yet detail were added; but should the allowances which I shall hereafter mention not be added, they consider that the non-commissioned officers should get at least 1s. 6d. a-day added to their pay.

2340. That would make a demand for 1s. 6d. a-day. Are you now speaking on behalf of the unmarried men as well as the married men that you represent?—I am. There happened to be in the district in which I was unanimously selected only two single constables, and at the county head-quarters, where the meeting took place, there happened to be one acting constable single and one constable; so that all the men, with the exception of four, that were present when I was selected, were married men.

2341. Can you tell us about what is the daily expenditure for sustenance of an unmarried man of the rank that you represent in your district?—I can.

2342. I would rather you did not go into details but say the bulk sum?—The bulk sum of a single constable, owing to the fact that he has to mess by himself, amounts on an average to 4s. a-day. He must mess by himself, and consequently every little bit costs more.

2343. Proceed now as you wish yourself?—In the event of 1s. a-day being only given there is an allowance claimed by the men with large families of 3d. a-day for each child over three in number; that is to say, a married man getting no more than any other man until he has over three in family, and then they are growing to such an extent upon him that to keep them respectably, or, in fact, to support them, and take the necessary nourishment himself, he is unable to do it even with 1s. a-day. It is strongly urged by the men that the duties performed in Westmeath for the last three years are so arduous, that they cannot at all be compared with what was done in years gone by, and to that I can testify of my own knowledge.

2344. That is in consequence of the litigation?—Yes. At present the duties of a non-commissioned officer commence at 7 o'clock in the morning. I will instance my own case, and it corresponds with several others in the county. In the station where I am there were before the agitation an acting constable and two constables, exclusive of a head constable and a sub-inspector. Since the agitation commenced huts have been erected, and the junior constable and the acting constable have been both sent on temporary duty to take charge of these huts. No promotions have been made, and consequently the entire duty in connection with superintending from twelve to fourteen sub-constables in the station devolves upon me, with the assistance of the head constable. No matter at what time I go to bed, I have to be up

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every morning to see the men go on duty to a train that arrives at 30 minutes past 8 o'clock, and consequently I must be up to see the men dressed leaving the barracks at 8 o'clock. From that time till 11 o'clock I am either mentally or physically employed between keeping the records of the station, furnishing returns, superintending men upon beat duty, and attending to every little thing that occurs in the sub-district, as some men with stripes is supposed to visit everything that occurs in the sub-district. If a woman only comes and says her husband beat her, it is necessary that some man with stripes should go with her. It so happens that stations have been stripped since this agitation commenced, and no promotions made. Nearly every constable in the county has to be out every second night. At the very least calculation I am 16 hours out of the 24 continuously on duty, which makes 112 out of 168, while the working men in the place only work 55 hours. In addition to that the duty I have to perform is much more arduous than what working men have to do, because, though it may not look to be so, yet it is physically harder. In several cases in Westmeath, and the nights before I came here, I had to go to a farm of land where bailiffs were in charge, and the country people might come and take the crops away. These stations had to keep up a continuous patrol during the night, and the farms over 4 miles from some of the stations. If a man was to walk to keep himself warm during cold weather it is right enough; but it frequently happens that in the dead of winter we have to go to men's houses, and remain for hours lying in ambush outside, though there are some places where we would have a thorough view of the approach of any person likely to commit a crime upon the establishment. I myself have got so much beaten up I have had upon three occasions to come up to Dublin, and pay an eminent surgeon here out of my own pocket, on the recommendation of the medical gentlemen where I am stationed. Not twelve months ago I had to come up to Dr. Little, on his recommendation, and gave him a guinea. I took a hoarseness in my throat, of which I am not yet recovered, and it was brought on by my being for seven hours watching in the dead of night. These are the grounds which I urge on your consideration in asking for an increase of 1s. a-day, and 3d. for each child over three.

2344. What is the next matter?—The next I have in the order here is, to ask for a lodging allowance for married men not accommodated in barracks. I claim 10s. I paid 11. 4s. 8d. myself in Mullingar, and there are the receipts. It was with some difficulty I got a transfer through the kindness of the sub-inspector, who knew of his own knowledge I could not continue to pay that enormous sum.

2345. For how long a time?—For less than a year. The last house rent I paid was 10s. a-year.

2346. Do you think that in your district that is the average for town and country respectively?—On an average 10s. would meet it; but in Mullingar there are three constables paying over 10s. On the average 10s. would be fair.

2347. Is that a matter on which the men feel very sorely?—It is a matter on which they feel, inasmuch as they are not able to support their families and keep out of debt. The next thing of which I wish to speak is, that extra pay for eight and twelve hours be continued the same as at present, the additional 1s. and 6d. granted for six months to be made permanent, and that the night time be reorganised. The men of Westmeath think that eight consecutive hours, beginning and terminating between 6 in the evening and 6 in the morning, should constitute a claim for the nightly allowance of 4s. 6d.

2348. *Mrs. Harrell*.—That any eight hours between 6 o'clock in the evening and 6 in the morning should constitute a nightly allowance?—Yes.

2349. Then you do not agree with a previous witness, who said that if a man came home at 1 or 2 o'clock in the morning, not having been in bed, it would not be fair to pay him a night's allowance?—I do not.

2350. You think if he was absent from 6 o'clock and had not to go to bed and came home to his own bed at 2, he ought to get 4s. 6d.?—If he was out from 6 in the evening until 2 o'clock the following morning.

2351. And come home to his own bed at that time?—Yes; probably he would, and I will explain why. The case you have stated rarely occurs, inasmuch as none of this money can be granted for patrol duty. Now, the sheriffs will only make seizures at daybreak. They take the men from the station when night falls and bring them certain distances, probably on cars, or it may be they have to walk to meet the sheriff at a certain point at 2 or 3 o'clock in the morning. It often occurs that they are not absent more than the eight hours, yet they are travelling through fields and over ditches gathering cattle for the sheriff through the night, and they lose the night. They must sit up till 11 o'clock or whatever time he comes, and when they get ready to go they start at 12 at night, and come home probably at 8 in the morning.

2352. That duty is admittedly most arduous. But, after all, the night's allowance of 4s. 6d. is granted for the purpose of covering expenses incurred by a man sleeping away from his station. Is not that so?—It is so.

2353. The case put by you, although the duty may be arduous, would not necessitate your having a bed at all?—Not a bed; but I will be at other expenditures. When ordered on duty I may not know the duty I am going on, but I am surely told to meet others at a point. The boots I am wearing may not be fit for the duty, having to go through fields, and when I come back in the morning the pair of boots for which I paid 15s. may not be worth more than the half of it. Nothing injures light boots more than walking through grass.

[*Mr. Holmes retired.*]

2354. *Chairman*.—Go to the next subject?—The next item is fuel allowance for barracks. The fuel allowance at present granted to a barracks is 12s. to a head-quarter station in summer and 11s. to out stations. In winter the allowance is 15s. In the majority, I may say nearly all of the stations in Westmeath during last winter, it has been necessary to keep up a continuous fire during the night for patrols going out and coming in, as there has been almost a constant patrol out of every station in the county from daylight until daybreak. The men cooking off duty have to dry their clothes. I would ask that the present allowance of 12s. be increased to 15. 5s.; that is an increase of 10s. a-month. The men come in cold after lying close to some house likely to be attacked, and if they go to bed cold they cannot sleep. The next point I would speak on is the equalisation of pensions. The men claim that those who joined since the 10th August, 1865, should be placed on the same scale with those who joined previous to that date, that is, that a constable should have a pension of 72s. They do not ask that the increase of pay now sought should be added to the pension, but that the pension should be fixed at the entire pay they now receive. To support that view I may mention some facts. Police retiring at present in the county I come from get no earthly situation, none whatever. There they are the same as when they were in the barracks, but with nothing to do. There is one case in which a constable retiring came up to Dublin, a gentleman was to give him a house and a few acres of land, and while he was being paid off here the country people heard what he was to get, and wrote threatening letters to the gentleman. The result was, he had to send word to the constable that he could not give him the house. When the constable was paid off his articles were removed out of the barracks and left in the road, and there they remained until he got a man to go to Edgeworthstown. That was not through any personal enmity towards the constable, but because he was a policeman.

2356. *Mr. Holmes.*—This is entirely owing to the present state of the country?—Certainly Westmeath is a county in which the police have not been popular for a number of years. During the time I have been in it there have been several Acts of Parliament passed specially for that county, which caused the police to enforce laws the people thought very hard upon them; and on that account there is no countenance for a policeman. When he gets out of the force he may leave that.

2357. *Chairman.*—In addition to the argument in favour of an equalisation of pension, and to the other arguments you have heard urged before us, is there anything else on the subject of pension you wish to add?—There is. A man serving at present will be physically unfit for anything after the expiration of thirty years; in fact, he is only a shadow. I have little more than half that service myself, and I feel that I am considerably worn out. We consider that the continuance of the duty as it is at present would completely exhaust the physical abilities of a man at twenty-five years' service.

2358. And render it difficult to get remunerative employment?—In fact, if apportioned, as at present, to remain for thirty years, it will be only a question what pension they will be on; they will be completely exhausted. The duties performed when I joined were not half what they are now. Ten or twelve years ago a man was only nominally a policeman. Now, there are several young men that I know myself in Westmeath, and I would not like to be sleeping in the room with them with the coughing they have; they are certainly in the first stage of consumption, from lying out at night. These are the grounds on which the men seek to have the pensions equalised, and they also seek that retirement should be optional at twenty-five and compulsory at thirty years' service.

2359. You ground the demand for making retirement optional and compulsory at the times you state on the hard work now being done, and on the effect of it on the constitutions of the men?—On the hard work and its effect on the constitutions of the men, and also that it will be for the good of the service, as I find in many cases that old men remain at a station, not performing the full duties, and they thereby impede the work. Another thing is, with regard to good service pay. At present there is an allowance made to certain head constables and other constables of good service pay. As far as the constables are concerned, though I think the number allowed is something about 108, only very few of them have it.

2360. What do you suggest?—I suggest that the good service pay be given. Second-class head constables get it some time ago, and now they do not. I would suggest that the number be increased from ten head constables, as at present, to twenty, and that a greater number of constables passed over for head constableness, but who continue good, active constables in the discharge of their duty, should get the extra allowance, for the purpose of stimulating them.

2361. To make up for the want of promotion?—Yes.

2362. Now, the next matter?—The next thing is the stoppage of pay from sick men. Nothing so much presses on a man as that. A case occurred in which an unfortunate man, with a large family, had to go into the fever hospital; and he remained there so long that his pay was stopped, while his wife and family had actually to go to the shop-keepers to get something for charity.

2363. Do you think this rule about the stoppage of pay prevents malingering?—I do not think it does, because there is no doctor who could be deceived so long. The man with the fever is a case showing the hardship of the rule. It is true a man may stop a few days sick for the purpose of resting himself when he is fatigued; but that does not apply to a man who takes a fit of sickness. A constable where I am got cold and wet protecting the Sheriff, and he becomes so

ill he went home and has never recovered. He was paid off, and there was a stoppage from his pay. Then there are men on protection duty at gentlemen's houses, and they do not get sufficient shelter or house accommodation.

2364. Do you propose that the authorities of the force should, under some regulation, insist that their men should get proper accommodation?—I think it is the duty of an officer in command to see that they are not put into a place that is not fit for human habitation.

2365. Do you know whether any regulation at present exists on that subject?—I do not know that there is any defined rule upon it.

2366. *Mr. Harrel.*—Is it not a matter at present that should come within the supervision of the office, and be corrected by him?—It is; but a gentleman claims protection, and two policemen are ordered to protect him, and it is months, probably, before there is some arrangement made about the place. If a gentleman gets a threatening letter, the men go on the spot, and that gentleman cares not one farthing so that they protect him. It is months before there is a remedy, or a but ordered, which is not done in every case. There should be proper accommodation, so that the men would not lose their health.

2367. *Chairman.*—Now pass to the next subject?—The next thing I wish to mention is, that the men of Westmeath consider promotion should be through the entire service, if the men are eligible.

2368. If eligible by conduct, character, and capacity?—Yes. As regards the way promotion should be arrived at, the question is very complicated.

2369. What views are you instructed to give on that subject?—That there should be a Promotion Board, to consist of three men.

2370. Members of the force?—They may or may not be members of the force, but they should have the promotion over the entire force of Ireland. They might be sub- or county inspectors, or any persons whom it was considered well to appoint; but that they should have the promotion over the entire of the counties of Ireland.

2371. You would take it, as far as practicable, out of the hands of the county inspectors?—Yes, as far as the examination is concerned.

2372. *Mr. Harrel.*—Just explain your scheme?—That three men be appointed as I have stated; that they name a certain day, notifying to the county inspector when they will arrive at the county headquarters; that, according to the promotion that may be necessary for that county, a certain number of the senior ranks be ordered in for that county; that they examine them, and decide then and there; that any man eligible who has passed be told he has passed, and put him according to seniority, and that any man who has not passed be told he has failed.

2373. *Chairman.*—Would you give the man who failed another chance?—Yes; I would give the men of all grades a second chance.

2374. *Mr. Harrel.*—You would confine that examination to the men of the county?—Yes; but the same men to examine for the different counties, so that they would arrive at a uniform standard of ability necessary for the different ranks.

2375. Did I understand you to start with the proposition that the promotion should be general in the force?—No; but confined to counties. What I have stated would do away with the select list that at present exists for constables. That select list is certainly strongly condemned by the constables in Westmeath, because it is found that a constable who thinks he has any chance in that simply wishes to get to a station where he can improve himself by studying, and while he is at an important station attending to the duties of a policeman he has not as good a chance of being successful, not having facilities for studying. The next point is, that it is the wish of the men of Westmeath that promotion should be from the ranks to the rank of sub-inspector.

2376. *Chairman.*—Is that a strong feeling among

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R. Dixon.

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H. Thom.

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the men?—It is, especially among constables and head constables of large experience. Head constables may have a youth coming to sell them their duty which he does not know himself, being a regular novice in the district. It also happens that after a head constable teaches such a sub-inspector his duty, he may by-and-bye get short quarter from him.

2377. You think if that rank were open to the men it would have the effect of keeping up the influx of a good class of men into the force?—I believe it would be the means of attracting a better class of men than are at present joining, and of stimulating qualified men to show energy in the discharge of their duties, with brighter prospects before them. At present they cannot get beyond the rank of head constable, with the exception of a dozen or so.

2378. Mr. Hobson.—And as a matter of fact, the head constable very often acts as sub-inspector now?—Very often.

2379. Chairman.—What is the next matter?—The next thing is, that unfavorable records be wiped out after two years' good conduct. I agree with what the other men stated on that point. The allowance for making up clothing at present is trifling. Where I am, I get a tunic made for 7s. 6d. and trousers for 3s., that is 10s. 6d., and I get an allowance of only 7s. 6d.

2380. What is the next point?—Boot money.

2381. What do you propose?—About 2l. 15s. a-year, and that the men be allowed about 5s. in every three years for a suit of plain clothes, in consideration of doing duty in plain clothes.

2382. Mr. Hobson.—That is 1l. a-year for plain clothes?—Yes.

2383. Chairman.—Go to the next item?—A forage cap should be issued to the men every year. We only get one in two years, and we have to buy one. The present forage cap will put the men blind.

2384. Mr. Herrel.—What sort of one would you suggest?—I would have a cap with a peak such as I had when I joined.

2385. Did you like that?—I got only one, but I would prefer it to the present one.

2386. Chairman.—The next subject, please?—The next is with regard to county inspectors' clerks; I think they are not dealt with at present as they ought to be. They are generally the chosen men of the county that act as county inspectors' clerks, and to be a good clerk it requires a man of good abilities. Besides, he has an outlet which other men have not. I was for a short time an assistant clerk, and at that time the packing of the stores coming from the contractor had not to be returned, but was left for the purpose of sending the clothing out to the districts. Now every article of packing sent down by contractors is ordered to be returned. The clothing has still to be sent out, and the clerk gets the same allowance, 12s. 6d.; he has to buy twice, and it is considered this is what the 12s. 6d. is allowed for. He was allowed the 12s. 6d. before.

2387. Mr. Herrel.—When he incurred no expense?—He had to buy off for miles. I suggest that a county inspector's clerk should get at least 1l. 10s. a-month. He has not the advantage he had under the old system.

2388. But he still has advantages?—They are very few.

2389. They are not as many as they were?—He has not time to improve himself, and he must remain six years a constable. In every other service those clerks get some allowance, on their duties are taken into consideration. In our service they are looked upon as a superior class of men, and if they are not to get anything in the service more than at present, they ought at least be allowed to fill the vacancies in the Castle here as they occur.

2390*. As clerks in the Constabulary Office?—Certainly.

2391. But he is not also deterred from competing for the select list?—He is not, if he had facilities to make himself up for it.

2391. Chairman.—Is there anything else?—Yes, as to the mounted constables. A rule has been issued lately that the mounted men should be discharged at the age of 45. I represent two mounted men, a head constable and an acting constable. There are four mounted men in Westmorland, the other two being sub-constables. The rule at present is, that at the age of 45 a man should be discharged and put to infantry duty.

2392. What change in the rule do they wish to have made?—That a man be allowed to remain in the county service until he gets out on pension, inasmuch as having spent twenty-five years in the mounted force he is not fit for infantry duty. But if the Committee made it optional to retire at twenty-five, the case would be met, because the man could then retire. In Mullingar the mounted constable, previous to the man there now, was discharged at forty-five, and he was not able to do infantry duty, not knowing it nor studying it.

2393. Mr. Hobson.—Is it supposed that he is not fit for mounted service after that period?—That I cannot say. The order is only of recent date, five or six years.

2394. Chairman.—What is the next matter?—I have been requested to ask that the head constables acting for sub-inspectors should get an allowance.

2395. Mr. Herrel.—What is the next point?—The next is a point of discipline, that it should be no offence for a man to enter a public-house when he is on duty. Only I do not wish to delay you I would go fully into that; for it bears terribly on head constables, constables, and acting constables. Though that rule is not expected to be strictly enforced, yet when something else may cause a barring or ill-will to a man it may be enforced, if a constable sees a man going into a public-house that he passes every-day in the week.

2396. Chairman.—Then one argument for its abolition is that it is liable to abuse?—It is, and it is detrimental to the public service.

2397. Mr. Hobson.—And another argument is, that it is not strictly observed?—It is not strictly observed, nor expected to be strictly observed. Why I say it is detrimental to the public service is this, that men before going into a public-house will be watching to see if the head constable or constable is about, and when they go inside they have to ask the man in the shop to look out, and thereby sacrifice their independence; whereas if a man is off duty, and can call for his pint of porter, he sacrifices nothing. The next point is, that a senior should not be held accountable for the drunkenness of a junior.

2398. Chairman.—You agree with the evidence given on that?—Yes.

2399. You have known examples of hardship arising from that rule?—I have, where men were not actually guilty. The next matter is with regard to reports made against men in a general way. There are several cases in which men are reported for trifling offences. The report is not a very strong one, and the man may be partly guilty and part innocent of what is contained in the charge. He admits it, inasmuch as it is light. When he admits the offence it is submitted through his sub-inspector and county inspector, who forward it, and they may or may not add as much to it as would, though the offence was small, cause the reduction of the man.

2400. What do you propose in reference to that?—That any remarks the sub-inspector and county inspector may make against a man, he should get the file to admit or deny them.

2401. Mr. Herrel.—Is it not at the present the regulation this, that when a man is reported a charge is framed, and that then it is sent for admission or denial?—Yes.

2402. Then what you object to is the addition of any remarks bearing upon the particular offence in submitting the file to the Inspector-General. Is that not?—Partly so. I do not object to remarks such-

doing the case, but putting any strong remarks showing how the offence is aggravated.

2403. How would you confine the remarks of the sub-inspector or county inspector?—That the sub-inspector and county inspector make their remarks before the file is finally submitted for decision, and that the man afterwards be allowed to see the file; so that if there is any insinuation against him he would be able to establish his innocence.

2404. Then would it be met by this, that in the event of the sub-inspector seeing any circumstance in the case which would aggravate the offence he should state that circumstance for admission or denial?—Yes. Should a constable report a man, and the sub-inspector sees something against that man, let him state it fully and frame a charge, in addition

to the constable's, so that the man may admit or deny it. The next is with regard to Courts of Enquiry.

2405. Do you agree with the recommendations you have heard made?—I do principally.

2406. Is there anything you wish to add?—Where there is a heavy case in which a man's situation is involved, I would like to have the President an R.M., who had been a sub-inspector, so that he could give his decision fairly without being in the slightest influenced by any of the police authorities.

2407. Is that the opinion of those you represent as well as your own?—It is.

2408. Mr. Holmes.—But the supply is somewhat limited?—There are not three counties in Ireland in which you would not get one in some of them.

Constable
H. Wilson.

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(The Committee adjourned to next day.)

SIXTH DAY.—2ND SEPTEMBER, 1882.

Present:

The CHAIRMAN, MR. HOLMES, and MR. HARREL.

Sub-Constable THOMAS NAGLE, examined

2409. Chairman.—You are a sub-constable, and you represent the sub-constables of the county Westmeath?—Yes.

2410. How long have you been stationed in Westmeath?—Seven months.

2411. How long have you been in the force?—Six years.

2412. Where were you stationed before?—At Manchesterhampton, county Leitrim.

2413. How many men do you represent?—About 260.

2414. On the subject of pay, do you wish to put forward any other view than that of your constable?—The men seek an increase of at least 1s. per day as permanent pay.

2415. Be kind enough to set out the grounds on which you seek that increase, without going over, otherwise than by reference, anything you have heard stated here; but do not curtail yourself. I merely tell you this, so that when you have an opportunity you may say you agree with so-and-so. Now proceed?—In consequence of the increased and laborious duties we have had to perform during the last three years, and the food we are obliged to use in order that we may be able to perform those duties, we consider it necessary to give us this addition to our pay.

2416. You heard described yesterday the class of duties which in Westmeath you were obliged to perform during this agitation?—Yes.

2417. Do you agree in the constable's description of the severity of those duties?—I agree that he has described the duties well, and I believe also that what he stated is in accordance with the wishes of the men who sent him to represent them.

2418. Can you state whether the younger men whom you represent have a greater amount of those duties to discharge than the men whom he represents?—The men I represent have, as they are much larger in number. A constable has to go with every five or

six men, and it occurs oftener for sub-constables to be present at scenes of evictions and night duties.

2419. Is not it likely that if the country quiets down you will not have such very heavy duties as those to perform in future?—We have to live very well to be able to meet the duties, and we must only take into consideration the present state of affairs.

2420. What amount of money per day do you require owing to the present state of the market in order to live well?—At least 1s. per day. The men consider that anything less will not be sufficient to recompense them for the expense to which they are liable. The food they have to use must be of such a quality as will enable them to perform the duties.

2421. You consider an increase of 1s. a-day will be necessary?—It will be quite necessary.

2422. Have you made any calculation of the details of the items?—It costs a man for mere stationery 2s. 5d. a-day at most in his own station.

2423. At what rate per lb. do you put down meat?—At 6d. per lb.

2424. Meat is rather plenty in your county?—Meat is plentiful in Mullingar.

2425. How much meat does a man consume?—1 lb. or 1½ lbs. On days when they have to perform extreme duty they have to take an extra supply at breakfast.

2426. Is not that which they take going on duty in many cases provided for by the allowances they get?—It may be by the number of hours absent from the station.

2427. But in cases where you are not the number of hours absent which would entitle you, are you sometimes obliged, in order to sustain nature, to bring out food?—We are, because we are not aware when sent on duty of the length of time we have to be absent.

2428. Then am I to understand that, even in cases where you are not absent for the number of hours which would entitle you to an allowance, you may be

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about a sufficient number of hours to make it necessary for you to take sustenance?—Quite so.

2428. You have not been long enough in Westmeath to say whether there has been much change in the price of provisions?—I cannot say; but the present rate always existed in Westmeath; but at the present rate it is considered necessary that the increase of pay should be given.

2429. You are unable to say whether there has been a rise in prices or not?—Provision-dealers were accustomed to charge the police extra rates, and during the agitation every one of them did so.

2430. Did they charge you extra rates in your own district?—They did.

2431. We have been told they are in the habit of charging extra rates to men coming from other places. Is it your experience that they charge extra rates to the police stationed among them?—It is. Women coming to the barracks were offered the ordinary rate per lb. for butter, but they preferred taking it to the market and selling it there rather than give it to us, unless they got something over and above market price.

2432. Mr. Harrel.—You stated 2s. 5d. a-day as the cost of actual sustenance of a man in mess?—Yes.

2433. Have you computed what would be a reasonable allowance for the extra expenses necessarily incurred by a man for clothing, and so forth?—Yes.

2434. What did you make that by the day or month?—I made it out by the month and by the year.

2435. Taking the cost of sustenance at 2s. 6d. a-day, for simplicity of calculation, that would be 45l. 12s. 6d. a-year; or, say, at 2s. 5d., 45l. 7s.—Yes.

2436. At what did you make up the other expenses?—10l. 13s.

2437. That includes boots and plain clothes?—Boots and plain clothes, and everything necessary.

2438. Of that, how much did you take for boots and plain clothes?—7l.

2439. Then 48l. 18s. would be the amount for annual expenditure, apart from boots and plain clothes. Counting 7l. for boots and plain clothes, that would leave 41l. 18s. for the other expenses, and that, added to 45l., would be 86l. 18s.?—Yes.

2440. That does not include necessities?—I have included everything that may be necessary.

2441. Have you included a bottle of beer?—Yes.

2442. Then 48l. 18s. would represent your annual expenditure?—Yes.

2443. And you, at six years' service, would have as annual pay 54l. 12s.?—Yes; that is the gross pay.

2444. You would, at the present rate, on your own estimate, have a balance of 5l. a-year in your pocket?—I would.

2445. Mr. Holmes. When you joined the force were you satisfied with your pay as sufficient to meet your wants?—I was.

2446. You said you could not take into consideration whether the present abnormal state of affairs would continue or not?—No.

2447. Supposing the old peaceful state of affairs reverted, would you then consider your present pay sufficient?—I do not think it would.

2448. Why do you think so?—Because all our income goes to support and clothe us, and make us comfortable, and able to bear with the duties we have to perform.

2449. A few years ago you were well satisfied with your pay. Have you any reason to think the general cost of living has increased?—I have; because I pay a great deal more now during the month than I did a few years ago. When I was in Leitrim it was not so dear at all as at present.

2450. Do you think, if the country got quiet again, and these exceptional causes of expenditure ceased, that you would be able to live as cheaply as before?—I do not think so. When the provision-dealers are accustomed to charge high prices they will not go

back from it. For ears they have been accustomed to charge wonderfully high, and they still continue the same with us as when the agitation was at its highest.

2451. That is for private cars?—Public or private. At the height of the agitation they charged an extraordinary amount for the conveyance of the police, and now that the times are quieter they charge the same rate.

2452. Do the people around you view your claims for further pay with satisfaction?—They do.

2453. That being the case, I presume you and the people in your neighbourhood are on very good terms?—It is only since they commenced to inquire about our grievances they spoke about them at all.

2454. Mr. Harrel.—But they never spoke about them until the Committee of Inquiry was appointed?—They never spoke about them until it was rumored that we wanted an increase of pay. Since then that has been the general topic. When they are speaking to a policeman in the course of his duty they will introduce the subject.

2455. Apart from car-hire and matters of that kind, do you think the actual cost of food has increased since you joined the force?—It has; because we were supplied with beef at 1½d. per lb. in 1877, and now we have to pay 9d.

2456. That was in another county?—It was.

2457. And up to the present time it was also cheaper to live in that county?—It was, but during the agitation it was also dear.

2458. Chairman.—Therefore, prices rose in Leitrim as well as elsewhere?—Yes. If it would come under the heading of pay, I would here ask for an extra rate to sub-inspectors' clerks.

2459. Do you mean to say an increase of pay?—Yes, according to the rate of his rank. The clerks are generally appointed for four years.

2460. Mr. Harrel.—They get nothing extra?—Nothing.

2461. Chairman.—Do you seek that they should?—I seek that they should, as well as seventy inspectors' clerks, who are paid at the same rate according to the rate of pay. They are confined in the office from about a quarter-past 8 o'clock in the morning, and seldom their duties are over till 8 and even 9 and 10 at night.

2462. If you are done with the subject of pay, we will go to the subject of pension?—Yes.

2463. You are one of the constables who joined since 1860?—Yes.

2464. And you represent strongly their view on the subject?—Very strongly, and it is a grievance that is felt among the men.

2465. When you joined, six years ago, did you know what the rates of pension were?—I did not; I never thought of it.

2466. How did you know when you entered the force?—I was 10 years and 3 months.

2467. And you made no inquiry as to the pension?—I made no inquiry. I saw the situation open. I liked how the men walked about, and, as I wanted a situation, I joined.

2468. Then you seek an equalization of pension with the men who entered before 1860?—Yes.

2469. You have heard the grounds given for that by the others?—I have.

2470. Do you wish to impress upon us particularly any one of those grounds or to add anything?—I wish to say that after a man has spent twenty-five or thirty years' service going about doing duties obnoxious to many classes in the community he should have a pension sufficient to sustain him in a respectable position. His own friends will not receive him, but despise him, and he is thrown on the mercy of the world, except he is made independent by the force in which he has so long served. It is considered a great grievance that he should not be rewarded.

2471. Then you consider it is difficult to get employment?—I am of that opinion.

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2473. Do you think it is true of Leitrim and other counties as well as Westmeath?—I think it is as true in Leitrim. There are some who are able to fill a situation; but even though they are, they have to commence a sort of new life, and it is hard for them to undergo it. In their necessity they are obliged to take a situation, and very few of them can fill it with the same energy.

2474. You spoke of their own friends rejecting them?—Yes.

2475. Surely not that they dislike them, but that they cannot bear the addition of a fresh mouth to the family?—I mean to say they treat them coldly.

2477. Mr. Holmes.—Why do they treat them coldly?—Because they were policemen.

2478. Chairman.—But surely before the agitation that was not the case?—It was not the case, but there was not so much thought about him as if he was not not in the police. Since then the feeling has grown entirely worse.

2479. Mr. Holmes.—Do you think, if things settle down again, the police would still be disliked by the people?—It is a matter I could not speak on; it would be very hard to say. I do not know that they would commence to ease about the police, or what would make them do so.

2480. Supposing a scale of pensions were adopted for England and Scotland which did not come up to the standard you now require, would you consider the Irish police ought to be put into a better position than the English and Scotch?—I cannot say about that; but I only take into consideration the present state of affairs, and how the men feel. I do not make a comparison with any other body of public servants.

2481. Do you not think it would be very difficult to put the Irish police in a better position as regards pension than that enjoyed by the police in England?—It might be difficult, but after having served for twenty-five or thirty years long and faithfully, it is very odd that they should be thrown out without the means of subsistence.

2482. You are not answering my question. Do you not think it would be a very difficult thing, no matter how inclined the Government might be to the Irish police, to put them into a better position as regards pensions than the English and Scotch?—I do not think the least fault would be found with them for doing so; I think the English and Scotch police would see no objection to it. There are exceptions made as far as Ireland is concerned. Ireland is exceptionally governed to a great extent, and I do not think it would be open to the English and Scotch to say we were receiving an exceptional pension to theirs.

2483. Mr. Herrel.—You spoke of a man serving a number of years, and becoming thereby incapable of adding to his income after being discharged from the force?—Yes.

2484. And you also spoke of retirement at twenty-five and thirty years' service?—Yes.

2485. Do you mean, as other witnesses have described, permissive retirement at twenty-five?—I say a man should be permitted to retire at any time after twenty-five years' service, and that he should be compelled to retire, no matter what rank he holds, at fifty years' service, except in the case of a head constable that would not have three years in that rank, and I do not think he should be sent out until he would have the opportunity of realising the pension of the rank.

2486. Do you not think that if men were permitted to retire at twenty-five years' service on a relatively lower pension, having regard to the number of years, it would contribute considerably to contentment in the force and hold out a prospect to the men of being able to take their pension at an age when they might reasonably expect to make a better struggle for subsistence and to add to their pension?—It would be very good, and it would create a spirit that men would be anxious to go and make a living for them-

selves. But the men would not be anxious to leave the force if they felt strong enough to bear the duties, and I do not think they would be after twenty-five years' service.

2487. Have you met with many instances in which sub-constables of twenty-five years' service would like to remain, if they had the opportunity of going?—I have not met many instances in which they would be anxious to go. They do not like commencing a new life, and the life they are at they would be more suited for than any other.

2488. How many do you know of twenty-five years' service?—Fifteen or twenty, at least.

2489. Do you think none of them would care to go, if permitted?—I think some of them would if they got a reasonable pension, equal to the service they had. Some of them would be anxious to go at twenty-five years' service, and would have gone if they were remunerated according to their service.

2490. Chairman.—Are there many of your sub-constables married?—One-third.

2491. Tell us the kind of hardship they are put to by being obliged to live outside barracks?—Single men have got accommodation in barracks, and married men have to pay, out of their small rate of pay, 10*l.* on the average for lodgings. The houses they occupy are in nearly every instance situated in backward and filthy localities, and I consider, if they got a lodging allowance, they would be able to live in houses that would be a credit to the service.

2492. Do you think if a concession in this direction were made it would have the effect of inducing men to marry early?—I do not think it would. If a man is not on for getting married, I do not think any inducement would prompt him to do so.

2493. Among the men you know is there a tendency to marry early, or do they avail themselves of the permission, as a rule, at the earliest moment?—They do not.

2494. Until what age?—35 or 34 is the average age at which they get married.

2495. Mr. Herrel.—That would be at an average of nine or ten years' service?—About ten years' service. With regard to marriage, young men who have not attained the service entitle them to permission to marry consider it very hard and a grievance when they meet a young woman of a respectable family who will suit them that the regulations are so stringent to prevent them from getting married.

2496. Chairman.—You would then, to some extent, shorten the service at which marriage would be allowed?—I would.

2497. Does not that show that there is a very strong tendency to get married?—They feel it, and perhaps, if the restriction were taken away, they would not avail themselves of the privilege. In many instances men get married privately, and as a matter of fact, leave the service, who would be otherwise useful members of the force.

2498. Mr. Holmes.—Do you not think that if the restriction of seven years were removed a great number would marry?—I do not think so. I believe that the men inclined to marry would marry.

2499. Chairman.—You think they do not allow it to be a practical obstruction to marriage, but that it is the restriction they object to?—Yes.

2500. Mr. Herrel.—You have not made a suggestion as to how this could be remedied?—I would suggest that the restriction be brought down to three years, and in order to make it easier that in case the allowance be granted to married men they should not be entitled to it until they would have completed at least five years' service.

2501. Mr. Holmes.—Do you not think it is unreasonable that any class of men (I am not now merely talking of the police) should marry without having sufficient incomes to support their families?—I would think it undesirable.

2502. Do you not think that any change that tended to induce men to marry without having saved money is not to be desired?—I certainly say it is not; but

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there are cases, and I have known cases myself, in which men got acquainted with girls who had fortunes, and they considered it a great hardship that they were transferred to another county, and so lost a chance, as it is termed. They consider it hard. I have known many men get 10% and 20% fortunes.

2503. Mr. Harrel.—Do you mean to say they were transferred because of paying attention to a young woman, or afterwards, when they were married?—In some cases they are. Respectable people do not like a policeman to get their daughter, and they write a private letter to the county inspector, and so the man is transferred. If there was permission to marry, it would be frustrated by their being transferred.

2504. It is well known they are transferred when they are serving at the period when they can marry?—It is well known.

2505. Mr. Hobson.—You are aware that, in other classes of society, if a man marries a girl without any money, he must be prepared to do the best he can, and support his family on whatever income he has?—Yes.

2506. Why should the police be supported by the State when they choose to marry, without, perhaps, a sufficient amount of foresight and prudence?—They do their duty, and the pay given for doing their duty they are willing to share in support of their wives and families.

2507. But they want an addition?—For lodging allowance.

2508. In other classes of society, where a man marries a girl without money he must get along as best he can, he is not supported by the community; and now you, the police, when you marry, perhaps without sufficient foresight, want the State, as representing the community, to come to the rescue, and help you to live married as well as you did before?—The married men are rarely accommodated in barracks, and married men in the army, after a certain time, are provided with barracks accommodation, and their wives come on the strength of the regiment.

2509. But only a certain percentage?—A certain percentage.

2510. Would you be content if only a certain percentage of the police who were married were allowed lodging money?—I suggest that those having three years' service be allowed to marry, and those under three would not be married, so that that would be a percentage of the force.

2511. That would be a varying percentage; it would not be fixed?—Of course; there are more men under three years' service than there are over twenty years' service at present.

2512. Chairman.—Is there anything else?—As regards the present allowance of extra pay and marching money, the men directed me to say that it is sufficient, and that it ought to continue permanent. During the agitation they were charged very high, and now, if things become quieter, persons will continue to charge, not taking into consideration that the agitation is dead.

2513. What is the next subject?—The allowance for making up clothing is inadequate.

2514. Mr. Harrel.—By how much?—It requires 2s. above the allowance to make up the clothing.

2515. Are there two times in the year?—We are not supplied with two now; we get a frock in lieu of one time. The men do not like the frock, being loose. They were supplied with a tunic, which cost nearly 12s., and now, in lieu of that, they have been supplied with a frock, which does not cost half the price. The sum saved between the tunic and frock they consider should be expended on the frock to make it a respectable article, which it is not at present, in point of material.

2516. Chairman.—What is the next subject, please?—The present forage cap is considered unsuitable for winter, and even for summer.

2517. You prefer one with a peak?—One with a peak is desirable; after wearing a cap for nine

months it becomes quite unfit to wear in public except at night time. I would suggest that there should be an allowance given for another cap, or that another cap should be supplied; we want a cap annually.

2518. Is there anything else?—Unfavorable records to be blotted out after two years' good conduct, and to have no influence on the subject of pension, no matter when the record was incurred; even if only three months previous to the time of retiring on pension, it should be blotted out.

2519. But so far as promotion goes, you propose that it be blotted out at the end of two years?—At the end of two years; it is considered very bad, after a man being found sometimes 34, 41, or 42, that the record should last against him all his life.

2520. What is the next subject?—That promotion from the ranks should be general.

2521. You mean to sub-inspector and county inspector?—Yes; as I believe it would create a spirit of zeal and efficiency, and induce a good class of men to join the force when they see the prospect before them, and they would use their utmost endeavors to secure that promotion by attention to duties and displaying detective abilities. It would materially tend to produce a healthy spirit in the force, and a good detective and police force in general.

2522. You dwell on this to improve the detective power of the force?—To make it a good police force, and it would create a healthy current of promotion besides.

2523. Do you think that men appointed to those positions from the force would be better for the purpose of detective operations than young men coming in without experience?—I think they would, because from experience they are accustomed to the ways of the people, and they are better fitted to extract information from them relative to crimes, and they would not be inclined for many of the perquisites the present officers follow.

2524. Do you mean social temptations?—Social temptations.

2525. According to your experience, do sub-inspectors take much active part in the matter of detection, or is it left to the experienced, non-commissioned officers?—From my experience, they throw all the responsibility on the constables.

2526. Of course that is more likely to be the case where the officer is young and inexperienced?—Yes.

2527. There are officers, of course, who do take an active part?—Just as anxious and capable as men could be.

2528. But these are men who have had experience?—Yes.

2529. What is the next point?—That the present system of promotion should be entirely abolished.

2530. What would you substitute for it?—That the promotion be general.

2531. Not by rotation?—That the men registered on the county to which they belong should remain in the county until a vacancy occurs; does not prevent the promotion being general, and, at the same time, that they fill the vacancies in their own county as they arise; and that the competitive system be introduced, and the examination conducted by men outside the force. Let the competitive system be introduced for men of six years' service and upwards, as well as a seniority list, so that men of service and good conduct should also have a means of promotion.

2532. Mr. Harrel.—Then, in point of fact, you would advocate the extension of the select list system to sub-constables?—The very same as in the present state.

2533. What proportion would you suggest should be given?—Each in turn alternately. I would consider that to be very good; and the men promoted young after six or seven years' service would be likely to be well experienced when they would compete for the higher rank. The men who would go on this select list would be the men who would attain the higher positions of the service.

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2534. At a comparatively early age?—At a comparatively early age.

2535. *Chairman*.—Go to the next subject?—With regard to Courts of Inquiry, I propose that the officers should be sworn.

2536. Do you think that would tend to make the responsibility better felt?—The person accused would feel more confidence that justice was done if the officers were sworn, and, as suggested by Constable Thoms yesterday, a resident magistrate who had been a sub-inspector should be present.

2537. In any grave case?—In any grave case; and a witness, either for the accused or accused, should not be punished unless it was believed he gave wilfully corrupt evidence.

2538. Or that he was trying to suppress the truth?—Yes; or trying to subvert discipline.

2539. *Mr. Holmes*.—Is it a fact now that if a witness fails to establish his case he is punished?—If he fails to establish his case against a superior he is liable to be punished.

2540. *Chairman*.—Do you object to that?—I do, except it was considered by the Court that he, through inadvertence or some other motive, tried to injure his superior by framing a charge against him.

2541. *Mr. Harrel*.—Was there not more reason to complain formerly than lately on the subject?—Yes.

2542. As a matter of fact, complaints with regard to Courts of Inquiry were more frequent formerly than lately?—They were more frequent; but as the regulation remains in force, and could be availed of at any time, it ought to be amended.

2543. *Chairman*.—Pass to the next subject?—I suggest that when the decision of the Inspector-General is made known, the accused should be supplied with the entire file for his information, and not a mere minute, in order that he may see what the finding of his officer is towards him.

2544. Pass to the next?—In cases where two men pecced together on duty, it is a great grievance that one man is held responsible for another as regards drunkenness.

2545. Have you known instances of real hardship?—I have; I have known an instance where a man, through some feeling of his own, went on patrol with another, and took out a bottle of whiskey, and walking slowly, drank the whiskey, whilst the other walked on before him unsuspectingly, and when they returned to barracks the man was drunk; this is a thing that is very keenly felt.

2546. What is the next subject?—With regard to entering public-houses, I consider a man should be at liberty to do so, when not on duty, at any time and for any purpose he thinks fit. A constable looking on, if he did not think it right to interfere, any person could frame a charge against the constable for not reporting the man, and both constable and man could be fined.

2547. *Mr. Harrel*.—Is that a regulation which is strictly observed in the service at present?—It is not strictly observed, because, if it is known that a constable would report men for entering public-houses, he would become entirely unpopular; it is considered such an every-day thing and a trivial occurrence; the highest in the land do so.

2548. *Chairman*.—The next subject, please?—With regard to the pay of assistant clerks and sub-inspectors' clerks. In consequence of being in the office all day, having hard work over a lot of dusty papers, they are obliged to use delicate food extras.

2549. What do you suggest?—I suggest that he should have the temporary rank of acting constable, and pay after twelve months in the office, or receive an annual increase of 10s. He is interested with confidence as to everything connected with the office,

and a serious responsibility rests with him to keep the secrets; and he ought to receive some remuneration to make him value his position above that of any other sub-constable.

2550. *Mr. Harrel*.—Do you know that in some places at the present time the regulations of the service give the rank of acting constable for two years' service?—Yes, in Belfast.

2551. And in Cork?—I am not certain as to Cork. During the agitation the sub-inspector's clerk had to do fearful work. I was sub-inspector's clerk myself, and I had to remain up many nights till 12 o'clock making out Returns. The men were often a week together in straw lodges, and protecting the Sheriff, and the clerk had to make out the Returns to keep everything right.

2552. *Chairman*.—Pass to the next matter?—The fuel allowance is not sufficient. During the winter, where there were eight men in the station, they had to pay 2s. 6d. each monthly over and above the present allowance.

2553. Was that half-crown fairly necessary in order to supply the guard-room with a fire?—Yes.

2554. Making allowance for anything the men might take for the cooking?—I do not take it into account. I consider the allowance necessary to keep a fire all night and day.

2555. *Mr. Harrel*.—In that particular case was the allowance for the guard-room kept separate for the whole twelve months?—It used not to be kept, but we made it up for the purpose.

2556. How many men are there in the station?—Thirteen of all ranks. It is a head-quarters station.

2557. The allowance would then be 15s. a month?—It would; that is the allowance.

2558. In a station of that sort, where there was any extraordinary expenditure for fuel, was there any application made?—There was an application made, but the county inspector would not send it forward.

2559. *Chairman*.—Is there anything else?—We would ask an allowance for boots—3s. I require three pairs of boots annually, and I pay at the rate of 17s. per pair in Mullingar. That would be 26 13s. for the three pairs, and we require the remaining 3s. for repairs, that is, an allowance of 3s. per pair, and it is, if anything, below the average.

2560. Have you done with all the matters you wish to mention?—I have.

2561. You heard the regulations that were objected to yesterday by the Wickford men?—Yes. I agree with what he said with the exception of the distance a man should go from barracks. I do not think it would be well that a man should be at liberty to go 4 miles, or 4 miles; I consider 3 miles enough, and three hours for a man to remain out on his own responsibility.

2562. *Mr. Harrel*.—It is two hours at present?—Yes.

2563. Three would be enough?—Yes. We are directed to make ourselves acquainted with persons in the neighbourhood, and if we are allowed to go only a quarter of a mile from the barracks, our local knowledge will be very limited.

2564. *Chairman*.—Is the present regulation on this subject enforced with strictness?—It is not; but when the men go farther than the quarter of a mile, fear comes over them, and, if they see a constable or any other party coming whom they do not want to see, they will go somewhere to avoid being seen. It would be better for discipline that the limit should be enlarged than that a rule should be laid down which is constantly broken. A man is liable to be punished when he goes for a walk; he cannot measure the distance, and actually he might be punished for the simple offence of going further; while, if he is to make himself a useful policeman, he ought to be able to go something farther than a quarter of a mile.

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Constable
John Devo.
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2565. *Chairman*.—You are a head constable?—
Yes.

2566. How long have you held that rank?—Four
years.

2567. How long have you been in the force?—
Twenty-four years and four months.

2568. How long have you been stationed in Kil-
kenney?—Four years.

2569. In what part of Kilkenny?—Johnstown, a
small village.

2570. How many men of the non-commissioned
officers do you represent?—Sixty constables of the
county Kilkenny force.

2571. What is the entire force in the county at
present?—About 300 or 320, without going into par-
ticulars.

2572. The first matter in the Memorial from your
county is that of pensions. You seek to have the
men who joined since the 10th August, 1866, placed
in the same position as those who joined before
that date?—Yes, that is the grievance.

2573. Are those many men you represent who
joined since 1866?—No head constables; but four-
fifths of the constables in Kilkenny are men who
joined since 1866.

2574. Tell us the grounds upon which they rest
their claim?—They are anxious that their pensions
should be on the same footing with those of the men
who joined under the 1847 Act.

2575. That is to say, that the pension should be
calculated on the full pay?—At their present pay.

2576. You are aware that there was an Act of Par-
liament passed in 1866 which put it on a different
footing?—I am.

2577. Did not the provisions of that Act of Par-
liament become known amongst the men in the
service and about to enter the service?—Yes, in the
service; but nine-tenths of the men who join the
service know nothing of the regulations at the time
they join, or until they are members of the force.
They come in the ordinary way to be admitted to
the Constabulary, and as a general rule know nothing
of the conditions under which they join.

2578. They receive much higher pay than you did,
or the men who joined before 1866?—Much higher.

2579. Do they not take that into account?—No. At
the time I joined the force twenty-four years ago, my
men would be a great deal less than now as a single
man.

2580. And the men who joined since 1866 regard
the increase of pay as swallowed up by the high price
of provisions?—The increased cost of provisions
swallows up the increase of pay.

2581. *Mr. Holmes*.—Do you think that the men who
join the force are aware of the rates of pay that they
will receive whilst in the force?—Recently it has been
notified by the Inspector-General, who has published
announcements of the present rates of pay and pen-
sion; so that candidates for the force have now an
opportunity that they never had before. I question
very much, however, if they read the notices at the
time they were posted, or if they did, they forget.

2582. Since when?—Within the last two months.

2583. Do you think the men who joined since 1866,
and who complain of the change in the scale of
pensions, know anything about the scales of pension
that obtain in other branches of the Civil Ser-
vice?—They have been making inquiries. I am
satisfied that most of them are aware of the rates
of pensions in other branches of the Civil Service.

2584. If so, they are also aware they are not
in a worse position than other branches of the Civil
Service?—They are in the way, that their sole time is
employed doing the duties of their office.

2585. That is the case with all members of the

Civil Service?—Well, they have harder work and
harder times, and they are, comparatively speaking, on
a far worse footing. I will give you a case in point.
As a general rule men having ten years' service are
married. I am myself a married man and have seven
children, that is, nine of a family altogether. My
present pay is 4s. 6d. a day to support and clothe my
family. For the last twelve months I have paid 30s.
in school fees for five of my children. I have bed-
clothes and bedding to buy, while single men get
those from the Government. I have a great deal of
expense in connection with the education of a large
family; for, after all, the only thing out of my pay of
88l. 4s. a year I can hope to give my family is an
education to put them on a footing with others. In
addition to that, I have to keep out of debt. My
family are now growing up, some of them 13 years
of age, and have more expense in regard to clothing
and boots, and my situation will not provide that
except I turn to private means of my own.

2586. But in this respect a policeman is no worse
off than a private individual. A man has a certain
income, and he chooses to marry. When he does he
makes up his mind to do the best he can. He may
marry a girl who has means, but if he does not he
must take the consequences. Why should a police-
man be in a different position?—As a policeman I
cannot have many advantages another person can
have. If I have a wife who is a dressmaker, or can
do anything in that way, the regulations will not allow
her to earn a penny. A civilian can have a plot of
potatoes; I cannot. He can have many advan-
tages that I cannot, as the regulations will not
allow me.

2587. *Mr. Herrel*.—May you not have a plot of
potatoes at present?—No. If there is a garden, it
cannot be larger than this room.

2588. Is it not a matter of fact that at the present
moment the regulations admit of application to the
Inspector-General that a married man should be
allowed to rent a certain quantity of garden?—I am
not aware of any regulation in the force that gives
that permission.

2589. No, 797 of the General Code says—"Mar-
ried men are permitted to have for their own use
one garden ground to an extent not exceeding
10 statute square perches, situated within a quarter of
a mile of the barracks; also one pig and as many
fowl as are sufficient for the consumption of their
family, which are not to be kept at the barracks pre-
mises, subject to the following conditions: Married
men who desire to avail themselves of the permission
in question must forward an application to that effect,
through their respective officers, to the county in-
spector, who may grant it upon the certificate of the
officer or constable in charge of the station that he
has measured the ground, and that it is within the
prescribed limits." Is not that so now?—It is, but
that must be a garden attached to the lodgings of the
married man. He would not be allowed to rent a
piece of ground that is not part of the garden
attached to his lodgings.

2590. Is there anything in the regulations which
provides that it should be so?—I am not talking of
the view which certain persons may take of the
regulations?—I believe not. I believe the regula-
tions prevent a man raising a field or part of a field,
and sowing potatoes. There is permission for a
man having a garden, but only to the extent men-
tioned.

2591. *Mr. Holmes*.—If policeman's wives were
allowed to follow some trade or employment, and
thereby supplement their husband's income, would
that go a long way to meet the present demand?—It
would go a certain distance; at present it would not

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do much, or for some time from the date of the order, as it would not be generally known they had permission. They sometimes do little matters, but it is in a private way. The dressmakers in the town make it a point that it should be known they cannot, in order to get the work themselves.

2592. *Chairman*.—I presume, like the others, you seek an increase of pay?—We do.

2593. To what extent?—In a day at the least; or, as the constables of the Kilkenny force put it, that a first-class head constable should have at least 110*l.* a-year; that a second-class should have at least 100*l.*, a constable at least 90*l.*, and an acting constable 80*l.*

2594. Can you tell us, without going into details, what the daily or monthly expenditure for the necessaries life is with a constable?—I may mention that I am a teetotaler almost in the strict sense of the word, and when I pay my mess accounts all the year round, out of my 85*l.* I have not one halfpenny to spare. When my wife wants a dress she must get it from her friends. It happens that her friends are pretty well off; and I must resort to some private means to get something of an expensive nature.

2595. *Mr. Holmes*.—Is not that the case with all classes of the community; you must not leave out of sight the fact that your wife has friends?—If that were not so, I would not be so independent in my position as I am. I am not allowed to get into debt, or I should go in debt, or deprive my wife of the necessities to keep her in the position she holds.

2596. You spoke of your mess expenses for the year. I thought, after being married, you were not obliged to take part in the mess?—I meant the support of my family.

2597. *Chairman*.—What is the price of meat with you?—3*d.* per lb. I am getting it from Rathdowney, Queen's County. The butcher sends it round, and very inferior meat it is; but I get a better description at 10*d.*

2598. Have you any idea as to the feeling of the people about this increase of pay?—In the locality from which I come the people whose opinion is worth having say we are deserving of it. They have men as come in at 3 or 4 o'clock in the morning. They are unanimous that our position should be immensely improved as regards pay.

2599. *Mr. Holmes*.—Do you think the farming classes would like to see your pay increased?—I am satisfied they would, because they are the more interested in having an efficient police.

2600. *Chairman*.—In the case of an unmarried constable of the ranks you represent, what would be the cost of his sustenance?—I have been a single constable; and I know they could not support themselves under something like 4*s.* a-day, all things included. They mess by themselves, and have to pay extra for everything; they have to pay extra for the harness servant.

2601. If you were a single man, would you consider your present pay sufficient?—I would not consider it sufficient; it might barely meet my demands, but it would do no more.

2602. *Mr. Holmes*.—But you say, as a married man, it does meet your demands; so if you were a single man it ought to do more?—As a married man it must meet my demands, except I go into debt or deprive myself of the necessities of life.

2603. *Chairman*.—A man in your position, who had not means of his own, would he have meat every day in the week?—He would not, indeed, nor half the days in the week.

2604. Is there any other argument on increase of pay, as distinguished from other subjects, you would like to bring before us?—I cannot think of anything at present that has not been already touched on. If anything is given, I am strongly of opinion that something should be given to a married man having a family over a certain number, something extra to assist in the support of them.

2605. *Mr. Holmes*.—Surely that is to encourage

not only marriage, but a tremendous increase of the population?—I want to educate my children, and rear them up as good members of the Constitution, and I want to make them loyal. I cannot put them into the positions I wish, except I get means. The regulations of the force give me permission to marry, and once they do they recognise marriage, and they have a right to assist me to educate my children, if I have any, and to keep them in a respectable position in life. At present they contribute nothing, and I hold that they should. The married men desired me to tell the Committee that if a man has six or eight or ten children his pay is no higher than that of a single man of his rank, and the regulations giving permission to marry should also recognize the number of a family and assist to educate them.

2606. *Chairman*.—Can you point to any case in which assistance is given by the State in proportion to the number of children of a married man?—The only analogous case would be in the army, without reference to the number of children. I believe the authorities assist in the education of the children of soldiers.

2607. *Mr. Holmes*.—But you are aware that only a certain percentage of the army are allowed to marry?—If they had the same principle as regards the Constabulary they could easily do so.

2608. Would you be satisfied if a lodging allowance was given to married men on the condition that only a certain number of the force would be allowed to marry?—That is the point I would like to urge, that there should be a stated number for each county, and the county inspector give permission when a vacancy would occur.

2609. *Chairman*.—You would depart from the present rule?—I would only allow a man to marry when it came to his turn.

2610. *Mr. Barrett*.—Have you considered how that could be carried into practice, whether with regard to seniority or with regard to application?—Each rank in the order of application, not taking into account seniority, but the first applicant to get the first vacancy when it would occur is the rank in which the applicant was serving.

2611. With a liberal percentage, might not a man under such an arrangement be in a county until he had ten or twelve years' service without being permitted to marry?—The chances are he would then withdraw his application, and save the Government so much by not marrying at all.

2612. *Mr. Holmes*.—You consider that only a percentage of the force should be allowed to marry, and that that percentage should receive a certain allowance?—That is my view.

2613. Do you think your suggestion would find much favour with the force?—I believe it would find favour. Of course, the existing number of married men could not be interfered with.

2614. As regards the future?—As regards the future, I believe it would be satisfactory to both married and single men. Men get married at seven years' service, as a general rule, and if the restrictions were extended to ten years, they would not make the application at ten years, or would withdraw it after a certain number of years if it was not granted.

2615. What percentage of the force would you say ought to be allowed to marry?—I do not think I could form an opinion as to that. That would be a matter for the authorities to deal with themselves.

2616. You are aware that, in fixing the salaries payable to public servants, the State fixes them without any regard to the possibility of a man marrying afterwards?—Yes, but gives them a higher rate of pay than the Constabulary.

2617. But you cannot compare yourself with any except members of the police force in England and Scotland?—Members of the police force in England and Scotland have a higher rate of pay than members of the Constabulary. The pay is not exactly the criterion of what the English and Scotch have. They have incidental allowances that the Irish have not,

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and the chanoes are, if they had the option, they would not accept them.

2618. You are aware the pay of other Civil servants in Ireland is less than the pay of the same branches of the service in England. Are you aware that Judges in this country are not paid so high as Judges in England?—I am not aware of that.

2619. And surely wages in England are higher than in this country, both for skilled and ordinary labour?—The rates of living are the same.

2620. But surely the question of pay is a question of supply and demand. If the present pay is sufficient to secure the services of proper men, ought the State to be asked to pay more?—The State cannot expect an efficient force except by paying the force, and an efficient force there cannot be except the force be independent of the public. I know old men, having large families, despoiling themselves of the common necessities of life to keep clothing on their children, and put them in a better position than they are. I hold that that should not exist, and that men who have had to work as we had in the north of Ireland of late years, night and day, should be properly remunerated.

2621. Were you satisfied with your pay three years ago, before the present agitation commenced?—I could not say that I was ever satisfied with my pay, even in 1874, after the increase. We thought at that time it would be increased more than it was.

2622. *Chairman*.—The next subject in your memorial is boot-money. Perhaps you would prefer to take things in your own order. Take them in your own order, then?—The extra given to head constables I hold as insufficient.

2623. *Mr. Harvel*.—You speak now of the extra pay, supplemented by 1s. for the night?—Yes. As a matter of fact, I have only 6d. a-night in excess of a sub-constable at present.

2624. A sub-constable has 4s. 6d., and you have 5s. 3s. Yes. The sub-constable has 6d., supplemented by 6d. I would say that 4s. 6d. ought to be made permanent for sub-constables; that the constables should get 5s. 6d.; and that the head constables should have 6s. 6d. I was in Lurgan on duty last July with a detachment of forty men. I have not the means of carrying a blanket, nor am I asked the same as the men; I paid 1s. 6d. a-night for a bed, and I was obliged to take my food separate from the men.

2625. Had you constables with you?—I had. Some of the constables and myself dined together.

2626. Then you did mess with the constables?—I did; but I had to pay 1s. 6d. a-night that the constables had not, because they stayed with the men. My impression is that the discipline of the force would be materially interfered with if I ate and slept with the men, as there are many things it would not do for me to hear or take official note of.

2627. What was your daily expenditure?—5s. 6d. a-day in Lurgan, and I got 1s. while the men got 4s. 6d., to recompense their expenses.

2628. As regards the constables, when they are out, do they not stay in the same house with the men?—Yes; but they never take their food with the men.

2629. Do they not eat in the same class of house?—They do.

2630. Do the people of the house charge the constables more than the men?—I know they would be inclined to charge them. I know a place where they put on a higher tariff, but the men would not pay it.

2631. As a matter of experience, the men would not pay the higher tariff?—As a matter of experience. If they dined in a different room, they might give something to the servant.

2632. Anything else on the subject of extra pay?—That is all.

2633. Pass to the next subject, please?—There is a matter I would like to mention to the Committee. On an average, for four months in the year, I have to do temporary duty of the sub-inspector, who is either

absent on leave or on duty, and I get no allowance whatever for that. I have to visit the scene of out-rages in the district. The Committee know the duties that are imposed on me.

2634. What allowance do you suggest?—I would suggest that an allowance of 2s. per day be given to the head constable whilst doing the work of the sub-inspector temporarily in his absence.

2635. Would you require the head constable to be performing the duty any given number of days before that allowance would begin?—I would not, indeed. He is responsible from the first day, and he ought to be paid.

2636. But are you not aware, as a matter of experience, that the sub-inspector is occasionally away for two or three days?—Except he was absent for ten or fourteen days, I would not claim anything. For any time under ten days I would not say the allowance should be made.

2637. You would not think it fair that the allowance should not begin until the sub-inspector had been absent ten days?—I would not mind doing the duty ten days; but from that time I ought to be allowed something extra for it.

2638. All precedents for allowances to subordinates, in the absence of their superiors, are regulated on that principle?—I am aware of that.

2639. Is there anything else about allowances?—A lodging allowance for married men. The least possible thing to recommend would be 8d. per annum, and that where a man was accommodated in barracks, the regulation forbidding children aged 14½ years to sleep in barracks should be changed, so that they be allowed to remain up to 18 or 20 years of age, and that an allowance of 5d. a-year be given if the parents of the child or children are obliged to take lodgings.

2640. *Chairman*.—What is the next matter?—The next thing we recommended is an increased allowance for funeral expenses of a man dying in the force. The sum at present given is 2d. I have known cases where men, at the time of their death, had no money, and we were obliged—in fact it is the general rule—to put our hands in our pockets and subscribe to bury the man with as much respect as we can.

2641. *Mr. Harvel*.—What would you say?—The least would be 5d. to bury a man respectfully. We wish to keep up the credit of the force as much as we can.

2642. And you propose there should be an increase from 2d. to 5d.?—Yes.

2643. What is the next subject?—The next is with regard to county inspectors' clerks. Their position is a very responsible and onerous one, and we were unanimous in recommending that they should be in some way specially benefited, that they should get the temporary rank and pay and clothing of a second-class head constable whilst acting as permanent clerks.

2644. Are you also of opinion that the regulation with regard to their promotion should continue as it is at present?—Yes. I know the regulation, because I got promotion from the list myself. I hold that it is not unkind towards others.

2645. Proceed with the next subject?—In Kilkenny there are two separate stores—the county and city. The clerk has only an allowance for one store, 7l. 10s. We recommend that in a place where he has to keep two stores he should have two allowances.

2646. The stockkeeper's allowance is not granted for the purpose of supplementing his income, but for the purpose of defraying certain expenses in connection with his office as stockkeeper, keeping the spare arms in order, making parking-cases, and things of that sort?—Precisely so.

2647. What is the next point?—I would recommend that the assistant clerk—who has to hold the position for three years, whether a sub-constable, an acting constable, or a constable—should get some allowance whilst in the position. He is assistant clerk to the permanent clerk in the county inspector's office, and he has to do the copying work, which is much heavier, though not so responsible.

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2648. What do you propose he should get?—10*l.* a-year, regardless of rank. The sub-inspectors' clerks have been left out in the cold, though they fill very onerous and responsible positions, the official correspondence passing through their hands. After discharging the duties twelve months, to the satisfaction of the county inspector, they should get the temporary rank of acting constable whilst they hold the position of clerk.

2649. What is the next matter?—The next is an allowance for making up clothing.

2650. By how much, in your case, is the allowance as head constable exceeded?—As a matter of fact, I have paid 16*s.* for making a tunic and trousers.

2651. *Mr. Hobson*.—What is your present allowance?—10*s.* 6*d.* for the tunic, and 3*s.* for the trousers.

2652. *Mr. Harrel*.—That is 2*s.* 6*d.* as regards the constables?—The constables and men, I know as a matter of fact, have to pay extra, from 2*s.* to 3*s.* 6*d.*, according to the tailor that makes for them.

2653. *Mr. Hobson*.—What, then, do you propose?—3*s.* for the tunic and trousers, in addition to what they already receive.

2654. *Mr. Harrel*.—They get at present 5*s.* 6*d.* for the tunic and 2*s.* for the trousers?—I get 3*s.* for the trousers, and they get 2*s.* They get 7*s.* 6*d.* altogether, and they have to expend, so I make it, 5*s.* 6*d.* I pay for tunic and trousers 10*s.*, and I get 13*s.* 6*d.*

2655. What is the next subject?—The forage caps are very inferior that we get. We get only one every two years, and, in point of fact, every three years, so that we have to put our hands in our pockets and buy one every year. When the caps come down to the district they are broken up in such a way that they cannot be put together; and they are of very inferior quality, so that it is impossible afterwards to straighten them and put them up.

2656. *Mr. Hobson*.—As a matter of fact, do the police buy one every year?—As a matter of fact, there is not a year that they have not to send to John Ireland and pay 2*s.* 6*d.* for one. They keep the old cap for wet or night work, and have a good cap for day-time.

2657. As a matter of fact, every alternate year the police provide themselves with a forage cap?—Indeed they do; and some every year, in addition to the forage cap they get. There should be a peak issued with the cap. There is nothing to save our eyes or foreheads.

2658. *Chairman*.—What is the next subject?—We recommend that no stoppage be made from the man on account of sickness, except it be brought on by a man's own misconduct or infraction. I know there is a constable in the station where I am who has 14*d.* a-day stopped on account of illness. He has been returned unfit for three or four months; he is not paid off, and the stoppage goes on. The illness was not brought on by himself.

2659. Go on to the next point?—We recommend that all promotion should be from the ranks to that of sub-inspector, and the total abolition of the select list for the promotion of men to the rank of second-class head constable. It injures discipline in many ways. Aspirants leave their ordinary duties undone, and attend principally to themselves. I know they are dilly dallying themselves up for examination. We recommend, therefore, that the select list be abolished.

2660. *Mr. Harrel*.—The select list is at present confined to constables?—It is.

2661. Suppose that, in a certain proportion, the principle of the select list were applied, guarded with all precautions against abuse, to the promotion from sub-constable, by limiting men who would compete to a certain minimum service, say six or seven years,—do you not think that, given in fair proportions, such promotions would tend to advance young and deserving men?—It would be difficult to disabuse men's minds on that point, now that they have their minds made up that the man who becomes a candidate for this ignores his other duties, which devolve more or

less on them. They object in toto to the select list.

2662. When you say that a man who is preparing for the select list devotes his mind and time to study, you do not mean to say that he escapes any of the ordinary routine duty of the station?—As a matter of detail he may go through the duty, but his mind is not occupied with it to the extent that it should be.

2663. Each individual policeman should, if doing his duty properly, impose on himself voluntarily many acts and thoughts for the advancement of the public interests which are not imposed on him by mere routine?—That is exactly my meaning. The promotion should be made something in this wise: The sub-inspector to furnish a list of men having five years' service and upwards, and willing to be examined by the county inspector; that the sub-inspector should send forward quarterly the names of men willing to be examined for promotion. The county inspector knows the character of the men from his records in the office. Their examination papers should be sent forward to head-quarters. Due regard should be paid to good conduct and efficiency, and causes of disqualification of the men should be made known to them. In some instances it is not, and they do not know on what points they failed.

2664. *Mr. Hobson*.—Then you would deprive the sub-inspector of his present power of selection?—I would, in a great measure. He furnishes the list to the county inspector.

2665. *Mr. Harrel*.—Do you mean that this system of promotion should be by counties or among the forces?—I mean that each county should fill its own vacancies.

2666. But that every man of five years' service should have the privilege of being examined?—Yes.

2667. *Mr. Hobson*.—You are in favour of promotion being in the counties, and not through the force generally, as some witnesses advocated?—I understand that the promotion heretofore of each county has been confined to itself.

2668. Is it your wish that it should so continue?—Yes; the county should supply its own vacancies. We also recommend that the further promotion to the rank of head constable should be on the same principle as heretofore, having regard to seniority and the special list.

2669. What is the next point?—We recommend that unfavourable records be wiped out after three years' uninterrupted good service. We hold it is unfair to keep an unfavourable record hanging over a man twenty-five, twenty-eight, or thirty years, and, in addition, that he should have to pay for it by a stoppage from his pension. I have nothing further to add on that.

2670. Go to the next.—We are of opinion that no back charges should be preferred after a certain period—seven days instead of twelve months, as at present. If a man has a charge, a week is quite long enough for him to brood over it; and if he does not think it worth while to bring it forward in that time, he should not be permitted to forward it afterwards, because, in nine cases out of ten, it is not for the good of the service. The next matter I have on my notes is that a superior should not be held responsible for the acts of a junior, or a man under his charge, when on duty, and that the men should be allowed to separate when they go to market. At present they cannot separate. If I go to market on duty, I must take the man to every place with me. I am responsible; yet he can get drunk if he wishes, in spite of all my watching; and except I am able to satisfy the authorities, I will be punished for life act. I hold if he does wrong he should be punished, but a man who does no wrong should not be responsible for the man who does. The next, and last, point on my notes is a recommendation that the men should get an allowance of 2*l.* 10*s.* a-year for boot money.

2671. How many pairs do you wear in the year?—As a matter of fact, I get two pairs every year, for

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which I pay, at the least, 15s. a-pair, and I also pay for getting them mended.

2672. You do not pay 1l. for getting them mended?—Some years I would and others I would not. To meet our very onerous duties, at present, we must

have three pairs. When a man comes in wet he changes his boots. He could not keep up the boots effectively with less than three pairs, and, as a addition, we recommend that an allowance of 24. 10s. be granted.

Sub-Constable ROBERT HALL, examined.

Sub-Constable
Robert Hall.
—
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2673. *Mr. Heizer*.—You represent the sub-constables of the county of Kilkenny?—Yes.

2674. When did you join the force?—Till February, 1870.

2675. Are you a married man?—I am.

2676. Were you always stationed in Kilkenny?—No; I was nine years in Carrick-on-Suir, county Tipperary, and twenty-two months in Galway.

2677. You have not been long in Kilkenny?—No; the remainder of my time in Kilkenny.

2678. State your demands in your own order?—The first is an increase of pay of 1s. a-day to all ranks.

2679. State briefly the grounds on which you consider that that increase should be made?—In order to enable a sub-constable to support himself and keep out of debt.

2680. Have you got with you a statement of your daily expenditure?—I have. It is that of a sub-constable of sixteen years' standing. His pay is in or about 5s. 2d. a-day for the maintenance of a family of seven. The items that I have been supplied with are bread, 1s. 2d. per day for a family of seven.

2681. You are talking now of a married man. Let us take the case of a single man, because the State is not supporting families yet?—A single man, 2d. for breakfast.

2682. *Mr. Harrel*.—Tell us in a bulk sum for the day, first of all?—The bulk sum for breakfast, dinner, and supper is 2s. 10½d.

2683. Is that for food alone and in connection with the cleaning of the barrack and the preparation of the food?—The cleaning of the barrack or preparation of the food is not included. This is the cost of the bare necessary food. The items are:—Breakfast: bread, 2d. butter, 2d. tea, 1½d. sugar, 1d. eggs, 2d.; total, 9d. Dinner: 1 lb. of beef, 10½d. potatoes, 1½d., a bottle of porter, 2d., vegetables, 1d., sundries, such as pepper and onions, 6d.; total, 1s. 3½d. The supper is given at 10d., similar to the materials required for the breakfast. The total per diem is 2s. 10½d.

2684. What are the other expenses?—Barrack servant, 10s. a-month.

2685. That would be 4d. a-day?—In or about 4d. a-day.

2686. Do you mean to say each man pays 4d. a-day?—Not at a head-quarter's station; but where there are only two men, a servant cannot be procured at less than 1l. or 1l. 10s.

2687. *Mr. Heizer*.—That calculation supposes only two or three men?—And sometimes but one man; I have been by myself.

2688. *Mr. Harrel*.—That was an exceptional case?—I have known two stations where it occurred, and this time I was a married man. I am four years married, and my present pay would not support myself and my wife and one child. Consequently we have to live separately.

2689. *Mr. Heizer*.—Proceed, now, please?—Shirts we put down at 1l. per year; boots, 2l.

2690. How many pairs?—Three pairs in one year at 12s. a pair, and the remainder for repairs. Socks, 4s.; drawers, 12s.; pocket handkerchiefs, 3s.; towels, 1s. 6d.; a pair of braces, 1s. 6d.; two pairs of gloves, 3s. 6d.; extras for mending clothing, 4s.

2691. This extra is over and above the allowance?—Yes. Extra fuel is given at 1l. 10s., being the expenditure beyond the amount allowed.

2692. *Mr. Harrel*.—But you are aware the fuel allowance is intended to meet the requirements of the guard-room only?—Yes; but there have been cases where a fire is requisite in the kitchen, where there are, say, two married families, and they cannot all cook at the day-room fire. The men are supposed to cook at the day-room fire.

2693. You are aware the allowance altogether is meant to cover the expenditure for fuel and light in the day-room and for the accommodation of the barrack orderly and parties sitting there, and is not to be devoted to cooking at all?—I am.

2694. *Mr. Heizer*.—Then this extra expenditure of 1l. 4s. is for the kitchen as well as the guard-room?—Yes.

2695. What portion of the extra expenditure would you assign to the kitchen?—I would assign about 8s. to the kitchen. A fire is not kept in the kitchen all day.

2696. Do you think that the present allowance would be sufficient if simply spent on providing a fire for the guard-room?—It would not. It may in some cases. The prices of coal and turf vary in different places.

2697. But where you see it would not be sufficient for the guard-room alone?—No. In Galway, though is the centre of a bog, I had to pay 5s. 6d. for extra fuel.

2698. *Mr. Harrel*.—What is the next point?—A small item for barrack damages. Sometimes we may have to pay it; but it occurs very seldom.

2699. Although you mention it you do not attach much importance to it?—No. It means the breaking of a pane of glass. One farge cap every two years is insufficient. The men have to supply a farge cap every second year. I have now shined all the items with which I have been supplied.

2700. What is the total?—9l. 14s. 2d.

2701. That is for the year?—Yes.

2702. In addition to the 2s. 10½d. a-day?—Yes.

2703. *Mr. Heizer*.—What is the whole expenditure for the year, including the cost of clothes?—I make it 58l. 18s. 2d.

2704. And your present salary is 57l. 4s.?—Yes.

2705. Then you are in debt?—Yes.

2706. As a matter of fact, are you in debt every year?—No, not in my case, because I have certain means besides what I receive from the police.

2707. This estimate of 58l. 18s. 2d. represents the expenditure of a single man?—Yes.

2708. What was your salary when you joined the force?—36l.

2709. In 1874 that was raised to what?—52l. a-year.

2710. Were you content with that addition to your salary at the time?—I considered it good at the time.

2711. Do you think the cost of living has, within your experience, increased materially since then?—Yes.

2712. In what respect?—In 1874 I could purchase beef at 6d. per lb. in Carrick-on-Suir.

2713. Have you any idea what you would give for it there now?—It is 6½d. per lb. at present by contract.

2714. The expense of clothes has not increased since then?—Not materially. It is about ten months ago since I got this account of the price of beef in Carrick-on-Suir. I cannot give the exact price at present.

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2714. Do you attribute this increase of price to temporary causes?—I am at present paying 16d. per lb. for beef, and there is no prospect that it will be less for some time in the locality I am in.

2715. When did the men in your district begin to be dissatisfied with their present rates of pay?—I could not exactly give the date. As a matter of fact, the men who joined subsequently to 1866 have been dissatisfied.

2716. You mean since 1874?—I cannot give the exact date; I know there has been complaint for several years, I would say, about four years.

2717. But were not the men, as a body, satisfied with the addition to the pay that was made in 1874?—At the time, it is my impression that they were.

2718. They looked upon it as a very fair increase?—Yes, at that time.

2719. Chairman.—You got an increase of pay in 1874?—Yes.

2720. At that time your pay was 36d.?—Yes.

2721. Have you any recollection of the rate of daily expenditure then?—About 2s. 1d. per day.

2722. It is now 2s. 10½d.?—It is now 2s. 10½d., not including extras.

2723. There is a difference of 9½d. a-day?—Yes.

2724. Your present pay is 57L 4s.?—Yes.

2725. Mr. Hobson.—That difference, then, is practically met by the additional pay?—Yes.

2726. Chairman.—But were you able to live on your pay in 1874?—No.

2727. Was it a common thing then to have men in debt in the force?—I have known them to be in debt.

2728. Was it more common then than immediately afterwards when they had got the increase of pay?—I should say not.

2729. Mr. Hobson.—Is not it a fact that men in those days frequently saved money when in the force?—Not to my knowledge.

2730. Chairman.—Do you think they save money now?—I don't know a case of it.

2731. Mr. Hobson.—Though not to your knowledge, have you not heard of men saving money in the force?—I have heard of it, and known the same man not to be worth a penny.

2732. Mr. Hobson.—That is, they had the reputation of possessing money, and you found out that they had not it?—Yes; I found out afterwards they had not it.

2733. Chairman.—Then in those days the cost of living swallowed up more than the 36d.?—Yes.

2734. That is to say, he must have been in debt unless he had some private money?—Yes.

2735. Mr. Hobson.—You would hardly say that all the men in the force who had not private means of their own were in debt prior to 1874?—I could not say that. My belief is they were not in debt.

2736. In other words, they were able, as a rule, to live within their pay before 1874?—Yes; but I should like to qualify that by saying that it is, of course, very poorly they could live.

2737. But still the addition in 1874 was a very substantial one?—It was at the time.

2738. Chairman.—What is the next subject?—The next is that the pensions of the men who joined subsequent to 1866 be put on the same footing with the pensions of the men who joined previous.

2739. There is a sense of inequality in the present arrangement?—Yes.

2740. Had not the men who joined since 1866 opportunities of knowing the amount of pensions they would be entitled to enjoy?—For my part I did not, and I believe the majority of the recruits joining at present do not really know what pension they are entitled to.

2741. Mr. Hobson.—Do they never ask?—Not to my knowledge.

2742. When did you become aware of the fact that you were under a different scale of pensions from that of the men who joined before 1866?—I was over two years in the force; because they did

not know this until after the Commission in 1873. I think it was after a case was tried about a head constable in 1877 that I ascertained that the man who joined previous to 1866 could retire on full pay.

2743. Chairman.—Do you wish to add anything on the ground of inequality in favour of a change in reference to pensions?—The man that joined subsequent to 1866 cannot live on his pension, and, after having served thirty years, he is useless for anything else. Thirty years' service of hard duty will try up any man. He is entitled only to three-fifths of his pay at thirty years' service, and that would be between 36d. and 37s. a-year. He cannot subsist on that.

2744. Suppose that the time when a man could get out was lowered to twenty-five years, do you not think he would be better able to get work at the end of twenty-five than at the end of thirty years' service, as being a better man?—I should say so.

2745. He would have a better chance of increasing his income?—Yes.

2746. Go to the next subject, please?—That married men not accommodated in barracks be granted a lodging allowance of 10L a-year.

2747. Are there many married men in your county not accommodated in barracks?—About forty.

2748. Do the men in your county marry when they have the seven years' service completed, or do they wait?—They wait.

2749. Mr. Hobson.—At about what period of service do they marry?—I think the average is about ten years.

2750. Chairman.—Suppose they got an allowance for residence outside barracks it would have the effect of inducing them to marry earlier than they do?—I would say it would be an inducement.

2751. Mr. Hobson.—You are aware that in the army only a certain percentage are allowed to marry?—Yes.

2752. And that percentage gets an allowance?—Yes.

2753. Would you like to have the rule applied to the police under which a percentage should be allowed to marry, and that that percentage should get a lodging allowance?—I think that would not cause general satisfaction.

2754. It would not be popular among the force?—I think not.

2755. Chairman.—Suppose it was arranged that if a man chose to do what, under some circumstances, would be a foolish thing, namely, to get married at seven years' service, he would get no allowance; but that if he waited until he was ten or twelve years in the force he would get a lodging allowance or be accommodated in barracks, do you not think that would be calculated to remedy the grievance as regards prudent men?—As far as I am concerned, I would say it would.

2756. Mr. Hobson.—You do not think, as a general proposition, it would be desirable to encourage early and imprudent marriages?—For my part, I would say it would not.

2757. Chairman.—Go to the next subject?—That the extra pay of 4s. 6d. per night, 2s. for twelve hours, 1s. 6d. for eight hours, should be made permanent.

2758. Mr. Hobson.—You wish the temporary rates to be made permanent?—Yes; and that extra pay for a night be granted for eight hours' continuous absence which do not terminate before 5 a.m.

2759. Mr. Hobson.—Is it not so that the allowance of 4s. 6d. a-night is meant to cover the expense of a bed and also, on the average, at least two meals?—I would say so; as far as I can see, it is meant to cover that.

2760. Then by framing a rule in accordance with your request by which the night's allowance would be obtained for eight hours terminating at any period after 5 a.m., would it not be possible that a man going out at 1 o'clock in the morning and coming in at half-past 9 would be entitled to the night's allowance?—The allowance should be previous to 5 a.m.

Sak. Constable
Robert Hill.
2 Sept., 1899.

2761. That is a different proposition. We will take it that way. Would it not be possible under such a rule as that that a man might go out at 7 o'clock in evening and be on duty till 3 o'clock and claim a night's allowance?—Yes.

2762. Might it not also be very possible that he would not sleep in a bed or pay for a bed during that time or take more than one meal?—That may be.

2763. Would you not consider it rather unreasonable, then, to give a man 4s. 6d. which is intended to cover the expense of bed and at least two meals?—The man may have been at the time on very severe duty, as has been the case often. He may have been turned out immediately and incur a loss of 4s. or 5s. wearing a light pair of boots going through the country.

2764. You could scarcely put to the charge of allowance for a night his want of forethought that he might have to do severe duty?—I have been turned out at a moment's notice. As a rule we have been turned out by telegrams. A man out from 7 p.m. till 3 a.m. will undergo a great deal of hardship.

2765. How much would he receive under the present regulations for any eight hours?—4s. 6d. at present. A man must go out previous to 9 o'clock p.m. to entitle him to a night's allowance; for instance, a man going out at a quarter past 9 must be out till after 9 the following evening before he can claim it—that is twenty-four hours.

2766. Chairman.—Go to the next point?—That extra pay be allowed to clerks in the office.

2767. That is a claim that has been made to us before, and all we need ask is what amount you would suggest?—I would suggest 1s. a day. The next point is that no man should pay more to barrack servants than what is approved of by the county inspector; because, as a rule, 5s. a year is allowed at the Juvenile Committee in each county; but it is sometimes 6s. and 10s. on a man who has to mess by himself in barrack.

2768. Mr. Hobson.—Do you mean that he should be reimbursed the sum which he had to pay over and above the sum approved by the county inspector?—The wages the men are supposed to give the servant. You will not get a servant for the amount.

2769. Mr. Harrel.—That would appear to me to be not so much within our competence as that the men should regulate the matter themselves. Do you mean that the men should not be permitted to give more than the Committee would regulate?—I would not put it so strong as that.

2770. Is that the drift of it?—It is.

2771. The Committee appoint certain wages as the proper wages for the barrack servant and certain stations give a great deal more, therefore showing a bad example, is that it?—No. The county inspector does not consider the number in mess at all.

2772. The county inspector approves of the decision of the Mess Committee, and you think he ought to take into account the number of men in mess?—I would say so; and the decision of the Committee is generally 5s. for a single man and 1s. 3d. for a married man.

2773. I take it that the county inspector, unless under extraordinary circumstances, generally approves of what the Committee decide?—Yes. As a rule they are appointed at head-quarters.

2774. Are not they selected by lot?—They are.

2775. The men really have the selection among themselves?—Yes.

2776. You do not ask us to take the question of the selection of the Committee into consideration?—No; but I consider it a hardship to have to pay extra to the servant. I would suggest that any additional sum necessary should be paid by the public. It is a large item out of small pay to give 10s. a man for a servant.

2777. What you contend is that where the actual payment on the part of a man to a servant exceeds the amount contemplated by the Committee owing to the small number of men at a station, that should be

taken into consideration and the surplus charged on the public?—Yes.

2778. Is there any other matter?—The present allowance for making up clothing is insufficient.

2779. You get 7s. 6d. for making your tunic and trousers. How much do you pay?—The average is 2s. for the tunic and 3s. for the trousers.

2780. That would be a deficiency of 5s. 6d.?—Yes.

2781. Is there any other matter?—All clothing to be issued unmade and the men allowed for the making up.

2782. To what are you applying yourself now?—Is it the serge jumper?—It is; because, as a rule, they fit badly. We would also like a forage cap with a straight peak issued. A man will wear a forage cap in a year. At least 5s. should be allowed for funeral expenses of a member of the force. That sum may meet it in some place, but it may be 10l. or 12l. in other places. I have known men to pay 3l. for a grave when men have died in a strange county.

2783. In a rural district?—Yes. It was in a remote part of the county Waterford. He would otherwise have had to be put into the paupers' burial ground, which the police would not have.

2784. When you say "paupers" you mean "free"?—Yes.

2785. What is the next matter?—That half the appointments to the rank of officer should be made from the ranks.

2786. Mr. Hobson.—You mean that every second vacancy among the sub-inspectors should be filled from the ranks?—Yes.

2787. Mr. Harrel.—Through the ordinary grades rising from sub-constable to head constable?—Yes.

2788. Chairman.—You think that would have a good effect in getting a good class of men into the ranks?—I think it would.

2789. What is the next subject?—The select list ought to be modified so that there should be a proportion of nine men from seniority to one from the select list.

2790. Mr. Harrel.—Instead of every sixth vacancy you would say it should be every ninth?—Yes. The next is that no unfavorable record should count against a man after three years good conduct.

2791. Chairman.—You mean as to promotion?—In every form.

2792. But suppose a man has an unfavorable record a year before he retires, your rule would not cover that?—That would count against a man retiring.

2793. Would you be satisfied that it should?—I would.

2794. To diminish his pension?—Yes.

2795. What is the next?—That a senior man should not be accountable for the junior getting drunk.

2796. Mr. Harrel.—Or any other sort of discipline which he has not control over?—I would add that.

2797. Chairman.—You have known cases of hardship arising from the operation of the rule under the circumstances?—I have known one instance of a junior who had spite against a senior man, and he actually got drunk whilst in his charge.

2798. Through spite?—Well, he was on the eve of dismissal.

2799. Mr. Harrel.—The man who did this was on the eve of dismissal?—He was.

2800. And then, to pay off an old grudge to the senior man, he took an opportunity of getting drunk?—Yes; it is quite easy to get intoxicating liquor when a man likes. I would have the Courts of Inquiry consist of a resident magistrate and a sub-inspector.

2801. Chairman.—Would you have the members of the Court of Inquiry sworn?—No.

2802. You do not think that necessary?—No; I think the resident magistrate would give his decision impartially.

2803. Mr. Harrel.—Do you not know that the matters inquired into before a Court of Inquiry are entirely offences against discipline as distinguished from the law of the land?—I could not say; as a rule,

men who have been examined in a Court of Inquiry know very little about it, and men have been punished for giving evidence according to their conscience.

2894. *Chairman*.—You object, then, to the rule about what is called "unsatisfactory evidence"?—Yes.

2895. You think that a man should not be punished for unsatisfactory evidence unless it was shown he was either reckless or corrupt in his statement?—Yes.

2896. Have you known instances where men got into trouble on account of unsatisfactory evidence

where they were not guilty of either recklessness or corruption?—Yes.

2897. And where they really wished to tell the truth?—Yes; but it has been modified since. The finding of the Court must go by the weight of evidence, but previous to that I knew of men to be punished. At a former time attention was paid rather to the number of witnesses than to the quality of the evidence given, and it was found necessary to make a rule that regard should be had to the quality of the evidence rather than to the number of witnesses who testified to any one particular state of facts.

Sab-Constable
Robert Pratt.
—
2 Sept. 1882.

Constable MICHAEL MASTRONE, examined.

2898. *Chairman*.—You represent the non-commissioned officers of the King's County?—Yes; I am stationed at Clonsilla.

2899. How long have you been stationed in the King's County?—Eleven years and six months; all my service.

2900. About how many do you represent?—I represent all the constables of the King's County force; I do not know the number exactly.

2901. On the subject of pay, do your men seek an increase?—Yes, 1s. a-day.

2902. On what do they ground that demand?—On the cost of maintenance. I have the outlay here for one day.

2903. Tell us what that is?—For one day for what a man consumes it is 2s. 8d.

2904. And that represents the cost in the country districts as well as the town?—Yes; as far as I could glean it is pretty fair.

2905. Is that prepared by you from your own experience or what you have learned from other men?—It was prepared first from my own experience and submitted to the men to see if they agreed with it, and they did, and said it was very reasonable.

2906. Do you include tobacco in that?—I do not.

2907. Then it is purely necessities?—Yes.

2908. What charges do you put down for meat?—5d. for meat.

2909. Is that what you are really paying?—8d. per lb. at present, because we have a contract; but if I bought 1 lb. of meat for myself in all probability I would be charged 9d. or 10d. for it, and that not the best quality.

2910. When you speak of men getting it by contract, it is only at stations where they are in numbers?—Yes.

2911. Therefore, when you speak of getting it by contract, you are not speaking of isolated stations?—I am not; not of married men either.

2912. About how much meat does a man use in a day?—1 lb. of beef, 9d.

2913. Is that price higher than before, or is it the same price that was payable within the last few years for meat in your county?—No; the price has been gradually raised for the last few years.

2914. Have all classes found it rise as well as policemen?—Yes.

2915. Have you been doing special duty in places outside your county?—Yes.

2916. Have you got provisions at the same rate when you went suddenly to a place?—It would be according to the duty I was on. If I went to the north on anniversary duty, I would get things on those occasions at nearly the same prices as at home; but if I were on duty in connection with the land agitation, they would take advantage of that, and charge higher; in some cases not.

2917. Has butter gone up in price?—I believe it has.

2918. Is that your experience?—It is.

2919. Potatoes were cheap last year?—They were.

[1892]

2920. How are they this year?—They are not very dear; they are I might say middling—6d. a stone at present.

2921. How long have you been in the force?—Twelve years the 7th July last.

2922. The daily cost of sustenance is now 2s. 8d. When you went in, twelve years ago, what would it be?—About 1s. 8d., at the first station I went to; I cannot be accurate. There were some things we used to get out of our own pocket, such as eggs, that a man might think he would require on any particular morning or evening. An account of these things could not be kept, because they were not included in the general mess.

2923. Therefore, some portion of it is represented by the introduction of articles which did not figure in the mess account?—Yes, in some cases.

2924. *Mr. Harrel*.—That was for dinner?—Yes, and for breakfast too, when the men were harassed.

2925. *Chairman*.—But there are certain items now in the mess account which did not appear then; for instance, eggs, on particular occasions?—A man who was out on a morning patrol or on severe night duty, if he wished, he could get half-a-pound of mutton for himself or half-a-pound of beef. I give it here as two eggs for breakfast, for which 2d. is charged. But if I was out, for instance, on a severe night's duty, I might, if I wished, send out for half-a-pound of mutton, to have a rasher, or some beef, and that does not go into the mess account at present.

2926. *Mr. Harrel*.—But that is contained in this general average of 2s. 8d.?—It is not.

2927. *Chairman*.—You said that ten or twelve years ago the daily expenditure would be about 1s. 8d.?—Yes; that is all included in the general mess.

2928. Did I understand you to say that there are other matters included in the mess now which were not included in the mess then?—No.

2929. Do I understand you to say the difference between the cost of mess now and then is the result of increased prices of the necessaries of life?—It is.

2930. Is it also caused by increased consumption now, consequent on doing heavier duty?—Yes. I believe men's appetites have increased, in consequence of the severity of the duty and being out at night.

2931. Are there any other arguments on this subject?—I have mentioned 2s. 8d. by 345, and the product is 945s. 6d. The next item I have is cooking for a single constable, 6s. a-month, or 84. 12s. a-year. I have cooking messes, &c., 5s. a-year. Two pairs of boots, at 16s. a pair, 11. 12s.; socks, four pairs, at 2s. per pair, 8s.

2932. How many pairs of boots have you to buy, as a rule?—Two pairs; but I have not included the repairs.

2933. Are repairs a heavy item in your county for boots?—We pay 8s. 6d. for soling and heeling, about 7s. in the year.

2934. Would that cover the cost?—I think it would, along with getting two pairs and keeping the

Constable
M. Mastrone.
—
2 Sept. 1882.

Constable
M. Masterson.
2 Sept., 1888.

old ones in repair; that would do for the year. I have two shirts, at 7s. 6d. a-piece, 15s.; four handkerchiefs, at 10s. 6d.; a suit of plain clothes, 3l.

2845. Not every year?—But I just take it for one year.

2846. *Mr. Harrel*.—How many years do you think the suit of plain clothes ought to last?—That would depend on the number of times I would be sent on duty; for instance, if I was sent out pretty frequently, a suit would hardly do a man in decency for two years.

2847. *Chairman*.—Latterly, are you sent out more frequently than you were?—Latterly, they are sent out more frequently.

2848. *Mr. Harrel*.—Then the average would be 2l. 10s. for that?—Yes, for the year.

2849. *Mr. Hobson*.—Is not 3l. rather a large sum?—No; a suit of broad world cost 3l. and a top cost 2l. A hat, tie and collar, and everything else, from top to bottom, would come to that.

2850. *Chairman*.—What is the next?—The extra making-up of uniform coats, 5s. 6d.

2851. That is the average it costs in your county?—Yes. I have blacking and brushes for the year, 7s. 6d.

2852. Is not that a great deal for each man?—A clothes brush, a set of blacking brushes, and paste brushes; these have to be bought; you are required to keep those you are served out with in your kit. Then I have mats and sweeping-brushes, 5s. per man. I have extra turf or fuel, 1l. 1s. I have tobacco, at 4s. per month, 2l. 8s.

2853. *Mr. Hobson*.—But you regard that as a luxury?—I do, but it is a source of expenditure.

2854. *Mr. Harrel*.—Half-an-ounce in the day?—Yes, and I have known men who are able to smoke an ounce; half-an-ounce in the day is only an average. I have pipes, 3d. per week, 2s. 1d.

2855. *Mr. Hobson*.—Do you not think you ought to restrict yourself to necessities, because it is not necessary to smoke?—There are men who would sooner have a smoke nearly than their food, and they consider it very necessary under these circumstances.

2856. But you do not want the State to pay for tobacco?—I merely state this to show the expenditure.

2857. But it is not a necessary expenditure?—I would not say it is.

2858. Is there anything else?—I have two pairs of drawers, at 6s. 6d. per pair, 13s.; a pair of braces, 2s. 6d.; washing ticks and blouses, 8s.; and sundry other articles that would be very numerous to mention, 5l.

2859. This is a considerable sum. What are the sundries?—I have not included soap and towels, or what is expended to maintain the clergy—subscriptions three times a-year.

2860. *Chairman*.—What does it cost a man to contribute to maintain the clergy there?—7s. 6d. three times a-year; and there are several other little things that have to be contributed—subscriptions to one thing or another.

2861. Would it be more than 30s. a-year?—I think it would. There are other little things a man contributes to that he need not do if he wished, but, for the decency and respectability of the force, he would do it.

2862. You mean religious matters exclusive of the support of the clergy?—Yes.

2863. What does all that come to?—I have put down 2l. 10s. as far as the plain clothes are concerned and I have made a mistake of 4s.; and so, taking 2l. 14s. from 71l. 13s. 7d., that would leave 68l. 19s. 7d.

2864. If your estimate be accurate, how do the men live on their pay?—Simply because they do not get the necessities of life. They do not go so high in their men as I have it here.

2865. Would the estimate for the men of the men be less than the estimate you have laid down?—It would.

2866. Would that serve to explain how they could

live within their pay?—It would. Acting constables are generally in head-quarter stations where there are a great number of men; and where there are a great number of men together the men is something cheaper.

2867. Then, according to your statement, the men for the men, and those whom you represent, is about 2s. 8d. a-day?—Yes.

2868. That statement applies only to head constables and constables?—Yes; in meeting by themselves, and simply for what they consume.

2869. Is there any other topic you would like to bring before us in support of the demand for an increase of pay?—Nothing; except that the pay at present is inadequate to meet those demands.

2870. *Mr. Hobson*.—What is your present pay?—72l. 16s.

2871. Upon your own estimate that would give a small balance in the year?—It would; about 1l. 10s.

2872. What is your actual saving each year—do you save more than that?—No. I can safely say 1l. a-year since I joined the police.

2873. That is, going up through all the ranks you saved 1l. a-year?—Yes.

2874. Did you ever know of any man who saved much in the force?—No. I have heard of men who had money, but I have no knowledge of it. I would like to be understood in saying I had 12l. saved, that I made an effort to carry me through on that; I was on leave once or twice.

2875. *Mr. Harrel*.—You spent it when on leave?—I did.

2876. *Mr. Hobson*.—What was your rank in the force before 1874?—Sub-constable.

2877. What was your pay as sub-constable immediately before 1874?—3l. 1s. a-month.

2878. What did you receive immediately afterwards?—34l.

2879. Did you consider that a fair addition at the time?—Yes; at the time it was considered fair.

2880. Did you find it sufficient to provide for all your wants?—At the time it was.

2881. Do you think, apart from exceptional cases, that the cost of living has greatly increased since that date?—It has, and the men did not require to be so well fed at that time as now.

2882. The standard of living has increased?—It has.

2883. *Chairman*.—Go on to the subject of pensions. I suppose you seek equalization of pensions with the men who came in before 1866?—That the Act of 1866 should be repealed.

2884. And the men put under the old Act?—Yes; the '67 Act.

2885. I suppose the arguments in favour of that are those we have already heard—the injustice of the inequality, and so on?—Yes.

2886. *Mr. Hobson*.—When you joined the force were you aware you were under a different scale of pensions?—No.

2887. When did you become aware of it?—About the year 1874.

2888. *Chairman*.—It is a very awkward thing to pass an Act of Parliament suddenly reversing another Act in a case like this, because it might be held to mean that you are never to make distinctions between people in the same service, and there might be occasions when it would be very fair to make distinctions. Suppose if, instead of adopting the course you would pursue, that by other means, without undoing the Act of 1866, better provision was made for the men who entered since 1866, when they leave the force; would not it, so far as it went, go a long way to satisfy them?—It would not satisfy them.

2889. It would not perfectly satisfy them?—No. Men who serve thirty years in the force expect they will get from it what will maintain them respectably, and nothing short of their present pay would do that.

2890. *Mr. Hobson*.—Supposing no change had been made in 1866, and things had continued to the

present as regards pensions, do you not think Parliament would have a perfect right now to make a change, remembering that Parliament represents the whole community?—They might if they were justified.

2891. Do you not hold that Parliament, as representing the will of the nation, has a perfect right to make changes in the old order of things?—I admit that.

2892. Then you admit that Parliament might now introduce an Act regulating the scale of pensions on a different footing altogether for men coming in after to-day?—Yes, I do.

2893. Do you not admit that the men who joined with full notice would not be justified in complaining that they were not in as good a position as the men who joined previously?—I do not suppose any of the men who joined the police had.

2894. But joining the police force with full notice of the change you admit a man would have no ground of complaint?—Yes.

2895. Is not it the case that all men are presumed to know the law?—It is.

2896. Would not it be a very dangerous thing if we departed from that maxim?—It would.

2897. *Chairman*.—You came in since 1866?—Yes. 2898. *Mr. Harrel*.—You expressed your belief that a man having passed a certain number of years in the service was entitled to be supported the remainder of his life?—Yes.

2899. But do you know that the general principle of pensions in the Civil Service generally does not include giving a man full pay, even after forty years' service?—I am aware of that; but the pay they are drawing at that time is able to support them well and they can put by a little store.

2900. But at the present time the period at which you can retire without medical examination is thirty years?—Yes.

2901. Suppose the men of the force were permitted to retire at a shorter period of service, would not the probability of their being able to supplement their pension by private earnings be increased?—It would; but there are only very few cases where they are able to fill any job at all after that service.

2902. Do you know any police pensioners yourself at present?—I do.

2903. Do you know any of them in employment?—Yes; I know one.

2904. Only one?—Only one.

2905. And all the rest are idle?—Yes, knocking about.

2906. With land?—I know some of them have land.

2907. But you would call that employment, the profit made by working a piece of land?—Yes. I know some of them have a little shop and others land, and one man who has what we call a "billit" or "tack."

2908. But all these are sources of profit more or less?—They are.

2909. What is the next matter?—A lodging allowance of 8s a-year is required for married men not accommodated in barracks. A fuel allowance also is required.

2910. How much?—What it costs for cooking and the guard-room. We also want the actual expense of making uniform clothing. We want the extra pay of 4s. 6d. a night, 2s. for twelve hours and 1s. 6d. for eight hours to be made permanent. With regard to the night allowance there is a grievance that the men feel, and it would require to be modified in some way.

2911. The rule at present is that a man must be absent twelve hours, six of which are between the hours of 9 o'clock p.m. and 3 a.m.?—Yes.

2912. If a man happens to go out at 10 o'clock at night, he must be absent twenty-four hours, is point of fact, or until 10 o'clock the next night, before he would be entitled to get the 4s. 6d.?—Yes.

2913. What do you propose as a remedy for that?—I propose that a man for eight hours' consecutive duty, but terminating after 3 o'clock in the morning, should be entitled to a night allowance.

2914. Would that not admit of a man's getting a night allowance for being out from 1 o'clock in the morning until 9 o'clock the following morning?—Yes.

2915. Do you think you can press that request reasonably?—No. You are only looking at it in one way.

2916. I am putting an extreme case, but one that may occur?—I am giving you another that in all probability may occur, too. For instance, if I go out to-night at 10 o'clock, and I stop on duty away from my station until 10 o'clock to-morrow night, that is, twenty-four hours, I am entitled then to 4s. 6d.; but if I stopped on only till 10 o'clock in the morning, I would be entitled to 1s. 6d.

2917. Would not that be met by some such proposition as this, to make the nightly allowance applicable to twelve hours, and to let you count the following night or twelve hours for extra pay from the expiration of the twelve hours for which you claimed nightly allowance; in other words, if from the expiration of twelve hours beginning, say, at 10 o'clock in the evening you counted for eight and twelve hours in the daytime as entitling you to 1s. 6d. or 2s., as the case may be, would not that be ample compensation?—It would be ample compensation for the purpose of the duty we would have in the daytime.

2918. But do you not think it would satisfy you?—Well, it would.

2919. Pass to the next matter?—The next is about unfavourable records.

2920. After a lapse of time do you think they ought to be wiped out?—Yes.

2921. Do you think they ought to have any injurious effect on pension?—I do not think they ought to have any effect on a man's pension at all.

2922. What is the next?—The next is promotion by seniority if eligible from the ranks to first-class head constable, and after that I would say that the sub-inspectors should be appointed, half from the head constables and the other half cadets.

2923. *Chairman*.—Do you think that that represents the feelings of your men?—I think it does pretty fairly.

2924. *Mr. Hobson*.—Of every two vacancies one to be given to the men?—Yes.

2925. *Chairman*.—What is the next matter?—The next is the abolition of the select list.

2926. *Mr. Harrel*.—Why do you object to the select list?—My reason for objecting is this, that supposing there are two men of equal qualifications promoted on one day to the rank of constable, of whom I am one, and I am sent to a busy town where I have to devote all my time and attention to my police duties, while the other man is sent to a backwood station, where he has nothing to do but fill the diary and patrol book, he can devote a great deal of his time to studying. At the end of two years he comes forward and undergoes an examination for the select list, and he passes. He is thus promoted over my head in consequence of the work I have done.

2927. *Chairman*.—In consequence of the hard work you have done?—Because he was lucky to get to that station, and perhaps he was better adapted for it than the man sent to a busy station, where there was a lot of duty to be done.

2928. What is the next matter?—Stoppages of pay from sick men is a thing they feel very much.

2929. What in the next?—That a fadge cap with a peak should be issued yearly.

2930. You find the present fadge cap inconvenient both in winter and summer?—Both seasons.

2931. *Mr. Hobson*.—And one every two years is insufficient?—Yes. Then the stuff of the new frock issued lately is inferior. The men would rather it would be of better material.

Credible
M. Masterson.
2 Sept., 1882

Constable
N. Masterson.
2 Sept., 1892.

2932. What is the next subject?—Punishing senior men for the acts of juniors. That has been discussed. There is another matter I wish to mention, that of entering public-houses when not on duty.

2933. *Chairman*.—Is it your experience that the rule is now enforced or is it broken?—It is broken.

2934. You think it would be better there should be a rule that all men would observe, than there should be a regulation existing which is continually broken?

—Yes. Supposing a sub-constable met a friend, he has no other means of showing him friendship except by going into a public-house to have a drink. When he goes in there, and sees somebody he is afraid of, he goes into a corner.

2935. You think it is better, then, there should be no rule against it, than that a rule should exist and lead to continual violation?—I think it is better there should be no rule against it.

2936. *Mr. Hobson*.—It is a rule now that as a matter of fact is frequently broken?—I believe it is.

2937. *Chairman*.—What is the next thing, please?—Marching-order parade; there is one every month.

2938. Do you think that ought to be done away with?—Yes.

2939. Is that felt as a burdialp by the men?—It is. Supposing a sub-inspector came to inspect men at an encampment, and that he happened to be particular, and did not give time to get the packs in order, it might be that a man's pack would come unfavourably under his notice. It is considered as being no good to the public service.

2940. *Mr. Harrod*.—You know that the Regulation at present requires the sub-inspector to parade his men in marching order?—Yes.

2941. You think it would be better if that Regulation did not exist?—I think it would be more satisfactory if it did not.

2942. What is the next point?—With regard to the clerks to sub-inspectors and county inspectors, I would propose they would get 12 s-worth extra pay; 12 s-a-year each.

2943. Is there anything else?—It would be a great advantage to the men to be allowed to amuse themselves fishing, or at any other amusement when not required for duty.

2944. *Chairman*.—You would have the Regulations in that respect altered?—Yes; and it is the wish of the men I represent. There is another affair spoken about among the men. They talk about the special resident magistrates.

2945. *Mr. Harrod*.—Is yours a county under a special resident magistrate?—It is.

2946. *Chairman*.—Proved now, please?—The orders the magistrate issues should come through the county inspector, and with his sanction, to the men.

2947. Is not that the case at present?—It is not.

2948. The orders now come from the resident magistrate?—They do.

2949. *Mr. Hobson*.—You are talking now of the special resident magistrate?—Yes.

2950. *Chairman*.—Is it the experience of the men that this setting up of two authorities over them is calculated to affect the discipline?—The system of the two authorities is not working well. For instance, the special resident magistrate will issue directions about the Criminal Prevention Act, and you will have to carry out a whole lot of orders.

2951. How are those orders conveyed to you?—

They come through the sub-inspectors, and, I believe, the county inspector.

2952. Explain what inconvenience it causes you that those orders coming, as they do, through your officers, should be sent by the special resident magistrates?—The special resident magistrate sends orders to the county inspector of the King's County. The county inspector cannot object to sending them to the men, and though he transmits them, he entirely disapproves of them, and they are not necessary to be carried out, while the special resident magistrate expects that they will. The county and sub-inspectors are the proper men to judge of the state of the county, and not a special resident magistrate, three or four counties away from that county, who does not know what state the county is in.

2953. Have you seen cases within your own experience where evil effects on a locality from this system of final authority resulted, where mistakes were made, excitement was caused, or unnecessary work was imposed on the men, or the district thrown into confusion?—I have. I need not particularise the place; but on one occasion I saw a Labour League meeting advertised, and the constable in charge of the sub-district, who had full knowledge of the place and people, knew the meeting would be nothing of importance; he reported to that effect. Our authorities, the sub-inspector and county inspector, were of the same opinion. This report went to the special resident magistrate, and, notwithstanding, he brought a force of military and police that was quite unnecessary. Amongst ourselves we said he wanted to make it appear that his present position was required.

2954. That he did it to show that his present position was required?—Exactly.

2955. Is that the general opinion of the men?—It is pretty fairly. There is another thing, too; the smallest affair that turns up, not exactly in the King's County, but from what we see in orders, they wait to magnify it.

2956. That is the tendency of this new authority?—Exactly.

2957. Is that the opinion among the force?—It is, pretty generally, from what I know of the men in the county, and the men from other counties, to whom I have been speaking since I came up here.

2958. *Mr. Hobson*.—Then your officers are only the medium of conveying the special resident magistrate's orders to you?—Yes.

2959. Your officers have got no discretion but to obey?—They have not; and I have not the slightest doubt but they feel discontented at that.

2960-61. *Chairman*.—Supposing a special resident magistrate, residing a couple of counties from you, gives orders to your county inspector to have a certain thing done at a certain hour, does he know how far your officer may have at his command men to do that consistently with other duties arising in the place?—I believe he does; but the orders are issued in this way: there are three or four counties that are disturbed, and instructions are given with regard to patrolling. The patrols were very severe, and there was not the slightest necessity for them in the locality where I am stationed. I may say, although the men had to perform the same duty as in other districts where patrolling was necessary; the men would willingly do the duty if it was required.

2962. Is there anything else you would like to add?—Nothing else.

[The Committee adjourned to Monday, September 4.]

SEVENTH DAY.—4TH SEPTEMBER, 1882.

Present:

MR. R. O'SHAUGHNESSY, M.P., MR. R. W. A. HOLMES, and MR. D. HARREL, R.M.

Sub-Constable FRANCIS DODD, examined.

2963. *Chairman*.—You are stationed in the King's County?—Yes.

2964. How long have you been stationed there?—Eleven years and nine months; all my service.

2965. You represent the sub-constables of that county?—Yes.

2966. You have heard Constable Masterson's evidence. What do you say on the subject of the demand for an increase of pay?—That it is very necessary. I do not believe the men are able to live in a reasonable way on their present pay.

2967. What increase of pay do you want?—1s. a-day of a permanent rise. I endorse Constable Masterson's views as to all that, except the outlay. Mine is not so high as his.

2968. Be kind enough to state the details of the outlay which you have calculated?—I will give you one day's outlay. I allow for breakfast 8d.

2969. Do you include in that eggs or meat?—I do not include any eggs at all in that.

2970. *Mr. Harrel*.—Do you include meat in it?—No.

2971. *Mr. Holmes*.—How do you make it up, then?—Bread and butter, tea and sugar; suitable things for a plain breakfast, excluding eggs and meat.

2972. *Chairman*.—Please to state whether it is customary for the men you represent, or the force as you know it, to use eggs and meat at breakfast?—Very often it is.

2973. But is it as a general rule?—As a general rule; if the men are fatigued they do. I do it myself. When fatigued I try and get a better breakfast than usual; I get some fish or eggs.

2974. May we take it as a general rule that when men are fatigued and overworked they do seek to get a better breakfast?—Yes.

2975. But supposing they are doing work but not fatigued, they are satisfied with such a breakfast as you describe?—They are; because their pay is not able to afford a better one.

2976. Pass to the next item, please?—Dinner, 1s. 2d. I have taken the items from the mess-book, calculating the prices of the different things.

2977. That is according to the mess-book price?—Yes.

2978. Pass to the next?—Supper, 6d.

2979. Do the items appear in the mess-book?—Not exactly as I have them arranged; all go together.

2980. *Mr. Harrel*.—Taking the articles supplied in your mess-book which went to make up the dinner in the month and dividing the cost by the number of men that partook of dinner, the result was 1s. 2d.?—Yes. I must tell you that that mess is much cheaper than others for which I have paid in the King's County; and I have been stationed through the greater portions of it.

2981. *Chairman*.—Then you think that mess at 1s. 2d. each is lower than the mess of other stations in the King's County?—I am well aware that it is.

2982. Tell us what addition to the 1s. 2d. for dinner alone have you found in other parts of the King's County?—I have taken the mess in general

for the three items, breakfast, dinner, and supper, in other parts of the county I have paid more.

2983. *Mr. Holmes*.—That represents 2s. 6d. for the cost of living?—Yes.

2984. For the amount of food that appears to be a high estimate, 42l. a-year?—That is the amount. Then a coat of clothes at 3l. 10s., and that is under-rating the price, but I am calculating my general outlay.

2985. Do you require a suit every year?—Not a suit.

2986. What you mean is an expenditure of 3l. 10s. a-year is requisite, taking one year with another?—Yes. Then there are four shirts (flannel, two for winter and two lighter shirts) 1l. 10s., and 3l. 10s. a-year for boots.

2987. For how many pairs of boots?—I generally wear about three pairs. Some wear less and some more.

2988. Do you include in that anything for repairs? I do all repairs connected with "foot-wear."

2989. How much do you put down for repairs in connection with the 3l. 10s.? I allow three pairs of boots at 15s. per pair. Boots are soled two or three times, and I allow the balance for repairs. I allow 15s. yearly for socks, and 15s. for drawers.

2990. How many pairs do you count? Two pairs. Then soap, blacking, &c., 10s.; farago cap, 3s.

2991. Do you find it necessary to buy every year an additional forage cap?—Not exactly every year, but every second year I do. I would say 1s. 6d. for that per year. Making and repairing uniform, 1l. per year over the allowance.

2992. That is rather a higher rate than most men we have heard yet mentioned. Your allowance for making a tunic is 3s. 6d.?—Yes.

2993. *Mr. Harrel*.—How much do you give for it?—I gave 15s. for making the tunic I have on at present (a tunic and trousers), and for that I got 7s. 6d. from the public.

2994. The most you could have in one year would be another pair of trousers?—I often have more.

2995. But of the public uniform, the most you could have would be another pair of trousers, for which you receive an allowance?—Yes.

2996. How much would you give more than 2s. to have it made up?—In some places 3s. 6d., and in other places 4s.

2997. *Chairman*.—In putting down that item "allowance for making up of uniform," you include the cost of making up additional articles of uniform which you think it advisable to buy?—Not in the 1l.

2998. *Mr. Harrel*.—You say you paid 7s. 6d. over the regulation allowance for the tunic and trousers on you, and for a second pair of trousers that would be your year's supply you would also pay at the highest price an additional 2s. That would be 9s. 6d.?—Yes.

2999. If the extra is 9s. 6d., how do you pay 1l.?—I claim 1l. for making and repairing. At the present time 3s. or 4s. will go a short way in putting a second coat into a tunic, and the uniform

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that we have in of a very bad quality—in fact, it lasts no time; so that it costs a great deal to keep it together.

3500. As a matter of fact, how much did you spend on the repairs of your regulation uniform clothing during the last twelve months?—I gave 11s. 6d. for a uniform trousers.

3501. How much did you spend on the repairs of your uniform clothing in the last twelve months?—I gave 4s. 6d. for making that trousers.

3502. That is "making"?—I count it in repairs, too. It is the actual cost.

3503. Chasinos.—We quite admit that, but want to get it under the right heads. When you say 11s. for last year, you include the cost of making up certain additional articles of uniform which you found it necessary to buy for use in the service?—Yes.

3504. Including a pair of trousers?—Yes. I will give you also, if you wish, so nearly as I can, all it costs in addition to the new trousers and the making of it—11s. 6d. for the material, and 4s. for making it, besides other repairs on the uniform.

3505. Are we to understand that in the 11s. which you say is necessary to keep you in uniform you include the materials?—No; I include what it cost me for uniform one year, and taking that as an average, I understate the item. I say for cooking, washing, brushes, mats, and other necessities for the barracks, 5s. yearly; for the support of the clergy, 11s. 10s. a year; for half-a-dozen of handkerchiefs, 10s.

3506. Does the washing include that which is necessary for barracks?—Yes, barracks bedding, purchase of mats, cooking allowance, &c.

3507. Is that all included in the 5s. 10s.—It is. Extra fuel and light, 11s. 10s.

3508. Is it additional fact for the guard-room that you cover under the 11s. 10s.?—It is, although not actually to burn it in the guard-room.

3509. Because the kitchen fuel goes occasionally to the guard-room, and that for the guard-room to the kitchen?—Yes. In Tullamore and Painesstown we have a great many prisoners at night. I was nights in Tullamore when I had thirty prisoners in my charge, and these cold, wintry, hard nights, so that I had two fires in order to give the poor prisoners their turn to keep the life in them. That took a considerable deal of fuel, for which the men had to pay.

3510. Was it in the late troubled times that occurred?—In the late troubled times and immediately before—in fact, since 1877. For stationery I allow 6s., and for smoking material (tobacco and pipes) I put down 3s.

3511. What does that amount to?—65s. 8s., less by 1s. 6d. for the forage cap, that would be 64s. 6d.

3512. You say that that is a fair average ordinary expenditure of a man in your county?—I do not exactly say it is the ordinary expenditure; because when I do not receive that amount of money I do not actually spend it, for I must deprive myself of many necessities to keep down the expense.

3513. What is your income?—57s. 4s.

3514. Of course, according to this estimate, a sub-constable beginning life will have to deprive himself of a greater number of things than you do to keep within his income?—Yes.

3515. Now what are the things you deprive yourselves of?—We have had "foot-wear" occasionally, so that they are not fit for performing the duty. We wear clothes out till there is no substance in them, socks, shirts, and drawers; and perhaps, occasionally, a man will beg of a comrade, who is handy with the needle, to put a stitch in his uniform, in order not to go in debt. A person should naturally be able to meet the work he has to perform.

3516. Do you eat down your food in any way?—Not the food, because these items have been taken

by the late messmen, and added together for me. That is the actual cost of food I gave.

3517. We know that the men were at considerable expense during the late troubles?—Yes.

3518. As I understand, they complain very much that they had to spend whatever money they had to meet that expense?—There is no doubt of it. Very few of them had money; some of them had. I know some men that had a few pounds saved, and that was all expended, both by themselves and their comrades; and some of them could not pay until they got this Government grant.

3519. But some of the men had saved from ordinary times money which they were obliged to expend in the last few years?—Some of the men not stationed in towns were in places where they had not hard work, and they could save a little; for instance, a man at a country station, where he has not to attend a fair or market, is at very little expense.

3520. Men of that class, then, had money saved?—In many cases they certainly had, but very few I ever knew to save from their pay. I did know men to save money, but it was not from what they received in the force.

3521. According to the case made by the force they had to spend a great deal of money which they got from some source or another during the last two or three years. I want to know where they got that money, as it looks as if there was a good deal of money saved in the force from quiet years?—The men living on their actual pay were not able to save money, except in a few cases of men at isolated stations.

3522. Then, it would follow from that that men come into the force with private means?—They do. I came into the force with a little money myself. It was expended during the late troubles, and I never saw the same amount in my pocket that I brought into the force until the recent Government grant was given us.

3523. Have you done now with the question of expenditure?—I have, but I wish to make a few remarks to show my reason for seeking the increase of pay. Our expenses are much more at the present than for some time past. At present the police are very obnoxious with the people, and they have to pay over the market prices for what they want or they will not get it to buy.

3524. Does that apply to the market where you are stationed, as well as when you go to another district?—At my own station. We have to give over the market price for every single thing, so that it actually costs us more than sometime ago.

3525. Do you wish to add anything else on the subject of pay?—Except that I am instructed by the men—and I agree with their wishes—to ask the consideration of the Government that of course when we have to perform the obnoxious work which we have to do, and which no force in the world have to do at the present time, we ought to be put in a position that would enable us to purchase food and comfortable clothing, and live in a way to meet the people we have to contend with.

3526. Then, I understand, whatever the justice of your demand is, you rest it not on the ground that you want to be paid extra for being loyal and faithful to your service, but in order to have funds to make you strong enough to do the work?—Yes, as a necessity.

3527. Do you want to add anything else on that point?—I think not.

3528. Mr. Boland.—I see the estimate you have given us of the expenditure, you consider necessary exceeds your actual salary by 81s. 2s. 6d.?—Yes.

3529. Strict accuracy is essential in making up these estimates. I observe by your statement your breakfast cost you 8d., and it only includes bread and butter and tea and sugar. Show me how such a breakfast would cost 8d. What is the cost of bread?—I would say 3d. for bread.

3530. How much for tea?—I would say 1d.

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3031. How much for butter?—2½d. for butter.

3032. And how much for sugar?—I would say 1d. for sugar; it might not take that at one meal.

3033. Now take the item of clothes. You say, taking one year with another, the cost of plain clothes is 3l. 10s. As a matter of fact, how long does a suit of clothes last?—I am ready to prove to you as a matter of fact that 3l. 10s. would understate the amount I have paid for plain clothes.

3034. How long does a suit of clothes last you?—A suit of clothes would scarcely last a year for the past four or five years.

3035. Why?—I had to wear plain clothes almost every day on duty. In fact, when I arrived in Tullamore I was one of the men every day in plain clothes.

3036. In fact, you were one of the detective force?—I did not belong to the detective force. I was not regarded as a detective, except by the local authorities.

3037. Very few are obliged to wear their plain clothes every day?—There are none in the county force obliged to wear plain clothes every day, but very often they are, for instance, two or three times a week.

3038. Do you think that as a rule a policeman is required to get a suit of clothes every year?—As a rule, he is not.

3039. How long, generally, would a suit of clothes last a policeman?—I would say two years, if he has not to perform plain clothes duty.

3040. You would not say it costs a policeman 7l. for a suit of clothes?—I think very little less. I will give you the cost of the clothing I have at the present time: an outside coat, 2l. 2s.; an inside coat, 2l. even; a pair of trousers, 2l.; vest, 1l. 6d.; besides a hat and other small items.

3041. The estimate which you have given exceeded your income last year by 8l. 2s. 6d.?—Yes.

3042. That estimate includes 8l. for tobacco?—Yes.

3043. I am sure you are not prepared to say that tobacco is a necessary, or that it ought to be included in the estimate of expenditure which you want the Government to meet?—Our authorities have described different ways of detecting crime, and amongst them they include a pipe and tobacco, telling us that no man should be without a pipe and tobacco along the road, so that he might go into a house for a smoke if he had no other excuse.

3044. You think that a matter of duty, then?—I tried to give it up several times.

3045. But still, you do not think the country ought to pay for it?—The country ought as a measure to give us for our services what would be necessary for our maintenance, and things we cannot do without.

3046. As a matter of fact, did your total expenditure last year exceed your income?—My total expenditure as a matter of fact did.

3047. Were you in debt at the end of the year or not?—I was not in debt. I have already said I entered the force with some money, and that I did not see the same amount in my pocket since, until the Government grant was given.

3048. Did your actual expenditure exceed your actual income last year?—Last year it did, but not so much exactly for last year as the three years previous.

3049. By how much did your expenditure exceed your income last year?—I did not enter into a calculation of the exact amount, but I am well aware that it did exceed it.

3050. Did it exceed it by 3l.?—It did, and I am sure by more.

3051. Did it exceed it by 3l.?—I would say last year it exceeded it by about 4l. or 5l.; but in the three years previous it exceeded it by considerably more. Of course, as I said, I kept no figures of the entry to go into a calculation.

3052. If you take from that the 3l. for tobacco,

the excess would not be so very much?—There are a great many things we are supposed to get that I have not included in the estimate, for instance, newspapers.

3053. Mr. Barrell.—You say the prices and expenditure by which you have arrived at 2s. 6d. a day as the amount of the messing, are taken from the mess-book?—Yes.

3054. I take it, then, that all the articles consumed in the way of food are included in the mess-book?—Not all. It is only the general mess that is included in these items. I often purchase articles outside it.

3055. Do you wish us to understand that the general mess of each man for food alone, exclusive of washing and other matters you have added, comes to 2s. 6d. in the mess-book?—Yes; that is what I have already put forward.

3056. That would make in a month of thirty days the mess of each man 3l. 10s., exclusive of extra articles?—Yes.

3057. What is the station from which you took that?—Parsonstown.

3058. Is it within your personal knowledge that the mess of each man, exclusive of cooking, washing, and other things, is 3l. 10s. a month on the mess-book of Parsonstown?—I have already told you I did not see the mess-book, because I was working in the sub-inspector's office until 4 o'clock the morning I came here. I am sub-inspector's clerk, and I am, in fact, every night at work; so I told the men to go to the mess-book and give me the items.

3059. You come to represent what the amount of the Parsonstown mess-book is, and you give certain figures as represented to you by others, not what you saw yourself?—I told the men to take the mess-book and calculate that for me.

3060. Have you been messman within any recent period?—Not within five or six months.

3061. The last time you were messman, what was the rate per man per month for the articles of mess?—We make it up first per day and then per month; it was about 2s. 1½d. per day the last time I was messman, and I have kept means that were considerably over that.

3062. Did that include cooking and other matters?—No, only provisions; cooking is an item by itself with us.

3063. Is that added to the mess or not?—Finally it is added by the men, but not in the making up of the food.

3064. I asked you what the total mess cost per man, and you said 2l. 1½d. a day?—I said for food.

3065. I want to know what it was on the whole mess account?—I could not tell you that from memory.

3066. Chairman.—I want to call your attention to evidence given by a Sub-Constable Ricehan before the late Committee, and ask how far you disagree with it, and if you wish to give any reasons for disagreeing with it. This man was stationed at Kesh; do you know what sort of town Kesh is?—I do, but I was never there.

3067. This is his evidence: "Had you saved before the agitation commenced?—I had 7l. or 8l. saved, and considering that in ordinary times I would be able to save at least 1l. a month, I consider that much lost, along with what I saved previously." Do you not think that if a man stationed in Kesh was able to save 1l. in ordinary times before the agitation, he ought, if the agitation subsided, to do the same thing?—Speaking candidly, I do not believe that he could, I am a temperate man, and I could not do it.

3068. Mr. Holden.—Did you in ordinary times ever save money?—Before I joined the force I did, but not in the force.

3069. Did you not save any money in the force?—Sometimes I might save 10s. or 15s. a month if I were not on duty.

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3070. *Chairman*.—That is, away from your barracks, outside?—Yes.

3071. *Mr. Holmes*.—I am now talking about ordinary times; you could sometimes save from 10s. to 15s. a-month?—Yes.

3072. *Chairman*.—Having done with the subject of pay, do you now wish to go to that of pension?—Yes; we ask that the pensions be equalized, if it can be done. I myself suggested to the men, and they were all very well satisfied, that at fifteen years' service, if a man is unable to serve, give him half his pay as pension, that is, if he is unfit to serve.

3073. Do you mean medically unfit?—Medically unfit.

3074. Do you mean that at the end of fifteen years' service he should get twenty-five fifths, or half his pay?—Yes.

3075. And that is a proposition which has been made to you by the men?—Yes; they also wish that pension should progress yearly with the service.

3076. After that?—Yes, and that the five years' periods be done away with.

3077. *Mr. Holmes*.—Are you aware that it does progress yearly for the men who joined since 1866?—Yes; when we leave the service we are entirely unable to perform duty or any work except in the case of very few men of strong constitution, and I would ask that men be allowed to retire at twenty-five years' service instead of thirty, and that they be compelled to retire at thirty, because they are only a burden upon other men.

3078. When you joined the force, were you aware that you were under a different scale of pensions from that of the men who joined before 1866?—I was not.

3079. When did you become aware of it?—When the Act of 1874 was passed.

3080. You heard the questions I put to the constable on that point on Saturday, and therefore I shall not repeat them to you?—Yes; and I endorse his views on the subject of pensions.

3081. *Chairman*.—Now go through the various points on allowances and discipline which you wish to bring under our notice?—I think we would ask that all promotions be from the ranks.

3082. To the rank of officer?—Yes; and the reason for asking that is that it would serve every man in the force, and encourage better men to join. I have no hesitation, from my experience, in saying that it would give the public better working men. I have promotion with that observation. Next, as to unfavourable records, we would ask to have them abolished after a certain period. I would say after two years' good conduct let one unfavourable record be wiped out, and after four years' good conduct, two unfavourable records; that would be one record wiped away for every two years' good conduct. We find unfavourable records a great grievance; it debars us from promotion, and diminishes our pension; so rather how recent, I would ask that unfavourable records should not militate against pensions.

3083. What is the next topic?—I would ask that married men not accommodated in barracks should receive a lodging allowance of, say, 2s. a-year; I would ask that the actual cost of making up uniform be allowed, and let that be supplied in the monthly account of the sub-inspector for the district.

3084. You say the actual cost of making up the uniform the State gives you is much higher than the allowance you receive for it?—Yes.

3085. In your case, how much higher? For making up the tunic and trousers on me I paid 15s., and I received 7s. 6d., that is, the actual cost was double the allowance. In some places the uniform is made up cheaper than in others; for the last three or four years I got it made 8s. or 4s. less.

3086.* Taking into consideration the various prices, what you want is the actual cost?—The actual cost.

3086. Go to the next point?—I would ask that the actual amount of the funeral expenses of men who die in the force be paid. I was at three or four funerals, and we had to go round cap in hand to the men of the district in order to make up the expenses. We are allowed only 2s. I would ask that old sub-constables, say at twenty-five years' service, should receive good-service pay, such as is given to a number of constables and head constables, that is, in the case of old, good working men, who perhaps may not have been qualified for promotion.

3087. Have you thought at all as to what good service pay you would give the sub-constables at that time?—I would say 4s. or 5s. a-year to four or five men in each company. That would meet the case of the good working men. I would not include all, because I am well aware a good many men have been useless when going on their ordinary turn of duty.

3088. What is the next point?—I would abolish the present system of Courts of Inquiry altogether.

3089. What would you substitute for it?—I would substitute the resident magistrate of the district.

3090. Not by himself?—No, with an officer.

3091. Would you have them sworn?—The resident magistrate is already sworn; but I would have the other member of the Court sworn. I have been directed by the men of my county to bring some cases in connection with Courts of Inquiry before you, in order to strengthen this view, but I do not wish to go into them.

3092. Why do you not like to go into them?—Because one of them was concerning myself, and that might not come well from me. My case was considered one of the hardest on record in this force. I would ask that the decision of the resident magistrate be final.

3093. Surely you would have the decision of the sub-inspector sitting with him?—Yes.

3094. Go to the next point?—There are a great many sections of the code we would wish to have abolished, particularly one of having senior men responsible for the acts of juniors. I am well aware that in many cases justices have intentionally injured senior men by getting drunk on their hands. It can be easily done; for instance, a man going across a ditch with a bottle of whisky in his pocket, and then drinking it. I know where it happened with a constable, and of its being a conspiracy among the men. I prevented another case of it by telling the man I would have him exposed.

3095. Go on to the next matter?—We wish to do away with the use of pecks altogether.

3096. *Mr. Horrel*. At present there is a value?—Yes; I put them both under one heading.

3097. Do you propose to do away with the value?—I propose to do away with the value and the peck.

3098. The value is required by regulation for those who join the force at the present time?—I am sorry to say it is. When I joined the force I was obliged to get one, and an outfit cost me 21. 3s.

3099. It is on the ground of expense you object to it?—Not on the ground of expense, but it is useless. It is never used, and it is a source of great torment to the men.

3100. Suppose you were going on "sanitary" duty to the north of Ireland, or to a sanitary election, which would necessitate your absence for a week or ten days from your station, how would you carry a second pair of trousers, boots, socks, or anything of that sort?—I never use a second pair of boots. A shirt and a pair of stockings would be all we would require.

3101. Were you, as a matter of fact, absent from your station on temporary duty for ten days or a fortnight, and even three weeks?—Yes, in the north of Ireland.

3102. Do you mean, then, that you would go on that duty, taking precautions of weather, and

everything else into consideration, with only one pair of boots and one trousers?—I never used any single thing I had in my pack any time I went to the north of Ireland; so that it is only a burden on the men.

3103. Then I take it for granted the weather was fine?—Sometimes not. During the last riots in Lurgan the weather was not fine. I could not change a shirt or socks night or day.

3104. Is there anything else you have to say about the value?—I would do away with it altogether, and marching order the first Monday of every month to pack the valise.

3105. Is there anything else?—There are other sections of the Code I would say should be cancelled, so that men might amuse themselves in whatever manner they thought suitable in a proper way when not on duty.

3106. What class of amusements?—Fishing would be a very harmless amusement, and also if they were near a place where they might have a shot at a rabbit, and a respectable man gave them a gun.

3107. You are the first who has mentioned shooting. Do you think, having regard to the connection between the force and the public, it would be advisable that the force should be permitted to accept such a compliment as shooting?—I do, because at present, the relations between the people and the police are very bad, and I attribute a great deal of that to the existing regulations of the force. It is quite necessary that the police and people should live on more intimate and friendly terms than they are at present, for instance on beat duty, and I have done it for four years in Tullamore, from the moment we go on until we leave, even to a policeman, except he had a helmet on, we dare not speak.

3108. Your conversation is confined to matters of duty?—We have been separated on duty for speaking to a policeman, because he had a foreign cap on him.

3109. Because he was not on duty?—Yes, or even in the case of a civilian. Respectable people coming up to speak to me in the street, I have to turn my back and walk away. That is a bad way of getting information of any description. Memorandum 5 is, I think a great preventive.

3110. Are not the Memoranda incorporated with the Code?—They are more with the Manual than the Code; but Memorandum 5 is carried into full force yet.

3111. What do you say as to Memorandum 5?—A constable, three men, and I violated Memorandum 5, and we were very successful.

3112. Is the detection of crime?—Yes.

3113. Was it in consequence of the violation of Memorandum 5?—Exactly.

3114. That means acting on certain fixed principles when an offence is committed?—That is, by scattering the men in the whole district, and sending them separate, instead of pursuing the offender.

3115. Is not it the fact that Memorandum 5 was issued to the force as suggesting a possibly successful method of detecting crime, and not to be obligatory under all circumstances or have further action?—I have no doubt Memorandum 5 was issued with a very good intention, but I certainly do not agree that one person here could tell the principle which should be acted upon in the detection of a crime committed 20 miles away.

3116. But under circumstances where, in the discretion of the constable, he thought another method better, it was not meant to be a hard-and-fast principle to which he must adhere?—It is not meant to be in some cases.

3117. Chairman.—What is the next matter?—

There was a Circular issued on the 20th July last as to extra pay and allowances.

3118. Is that the Circular increasing the allowances?—Yes.

3119. Is it your wish to have them made permanent?—I wish to have them made permanent in one respect and altered in another.

3120. In what respect do you wish an alteration?—Section 565 provides that a man leaving his barracks before 9 o'clock p.m. on duty, and that duty terminating after 3 in the morning, he receives a nightly allowance if the period is twelve hours. I wish to have that altered; for if a man leaves his barracks at a quarter past 9, and remains absent until 9 o'clock the next night, he only receives the 2s., not a nightly allowance.

3121. What alteration in the regulation would you suggest to meet grievance of that kind?—I would suggest that the nightly allowance be granted under section 382 of the Code, as it was previously to the present regulation mentioned in the last Circular.

3122. Now, do you want, like former witnesses, to have the increased allowance given by that Circular made permanent?—I do.

3123. Pass to the next point?—The next point would be about the clerks to county inspectors and sub-inspectors.

3124. What do you wish?—The principal clerk or assistant storekeeper to the county inspector receives an allowance of 12s. 6d. a month. I would wish to have that increased to 14 6s., because he has very hard and responsible duty to perform; and that the assistant clerk would receive 11s., and the sub-inspector's clerk the same. At present, and for a considerable time past, I have been working eighteen hours a-day for the seven days of the week.

3125. You would not be working so many hours in ordinary times when there is not so much doing?—No; but lately there are so many manuscript forms to be made out and Returns. We ought to be supplied with printed forms, for it increases our labour very much to make out manuscript Returns. Then the special resident magistrates give us a wonderful deal of trouble.

3126. Please to state what it is?—At the present time they require a great deal of useless Returns from us. They want us to make out reports in the sub-inspector's office to investigate themselves. They also want a number of Returns weekly, and these are all nearly similar to each other.

3127. Do those Returns double your work?—They increase it very much.

3128. Do they double it?—Not quite. The Returns increase our work very much, and also the work in connection with them; for instance, numerous Circulars that I have to copy in the sub-inspector's office to send to the different stations in the district. There are two Circulars on patrolling following each other, and these two, with the exception of one or two points, are exactly the same; but they are following each other to show there is work to do, and that the position of the special resident magistrate is important. I think there are about eighteen sheets of foolscap taken up with each of them. That is a nice piece of work for a sub-inspector's clerk to copy out, and they are both almost similar, with very little difference between them.

3129. Is there any other aspect under which your men complain of the operation of this system?—Not so far as office business is concerned. I am not instructed to state anything else except concerning the office, and, of course, I would ask if those numerous Circulars are to be attended to, that they should be sent in print.

Sub-Constable
F. Dobson.

4 Sept. 1892.

Constable JOHN SLATTERY, examined.

Constable
J. Slattery.

4 Sept. 1886.

3130. *Chairman*.—You are stationed at the Carragh?—Yes.

3131. * You represent the non-commissioned officers at the Carragh?—Yes.

3132. How long have you been stationed there?—For the last five months, but the other non-commissioned officers twenty-two months. I did not go out with the detachment in the first instance.

3133. How long has the Carragh establishment existed?—The Carragh establishment has only existed that length of time. It is a temporary establishment to afford increased accommodation for the extra number of recruits created by the state of the country.

3134. Tell us your views on the various subjects in which the men whom you represent are interested, bearing in mind that we know the leading facts, most of the subjects having been dealt with already, and that we want to hear your views. Beginning with the subject of pay, do your men ask an increase of pay?—They are anxious for an increase of pay.

3135. To what extent?—Is a day.

3136. What are the grounds on which they seek that increase?—First of all, to put them on an equal footing with other forces in the United Kingdom.

3137. We have been already referred to the rates of pay in several forces, and we intend to examine carefully into that subject?—Then I heard in Betanua in reference to the scale of pay in Glasgow, Cheshire, and for the Dublin metropolitan police.

3138. Plead to any other arguments you have for an increase of pay?—That is the principal one. The next is that for all labour, both skilled and unskilled, the remuneration has increased of late years, and also the necessities of life are dearer.

3139. *Mr. Holmes*.—Have you evidence to show that the remuneration for skilled and unskilled labour has increased?—I have not figures to show it.

3140. You do not know, as a matter of fact, that that is the case?—I have nothing to prove it, but I believe it is, as a matter of fact, though I have not details to establish it.

3141. *Chairman*.—With regard to provisions, have you any account showing the daily expenditure?—I have not, for we are exceptionally circumstanced at the Carragh in that respect. We get the Commissariat rations, and these are at a less rate than men pay for mess in the country.

3142. *Mr. Horrel*.—The Carragh detachment is principally composed of recruits?—Yes; 500 recruits.

3143. And the men who are efficient are only the staff?—Yes; the staff send to drill them.

3144. Do you know what the daily average expenditure of the recruits on messing is?—They pay 10½d. a-day for their mess, consisting of two meals, without eggs, or butter, or tea at night, or any other extra.

3145. That is stopped from their pay—in fact, for the mess which is supplied by the public Commissariat?—Yes. In addition to that, they have to provide their own potatoes and vegetables for dinner, their own eggs, and their own butter. The mess receives 2 lbs. of bread and a cup of coffee. The men have to supply their own tea at night.

3146. And the pay of the recruits is small?—It is only 3l. 5s. a month.

3147. How many hours a-day are they on drill?—They have three hours on drill and three hours in the school in addition to the fatigue duties of their rooms and preparing themselves for their duties in the morning.

3148. And they are satisfied to live in the plainest

manner with you?—They are; and, in fact, for the short time they are with us, it would not be able to sustain them. Their constitution sustains them.

3149. They come up fresh from the country?—Yes.

3150. *Chairman*.—Do you and the other constables there get things also at Commissariat prices?—I get my beef at commissariat price and my bread, if I wish to eat it.

3151. You get the meat fairly good?—I do.

3152. What is your daily expenditure?—We pay by the month, and 2l. 8s. is the amount of my bare mess for the month.

3153. Does that include eggs in the morning?—No.

3154. Taking eggs into account, what would it be?—5s. more, if I took two eggs in the morning.

3155. Does that include a glass of beer?—No; and if we were performing severe duties, we would not be able to do on that mess.

3156. Do you find the severe duties entail a larger amount of sustenance?—They do.

3157. Have you done the severe duties yourself?—I have not. I had been in the depot.

3158. Do you know that it does require extra sustenance?—I do, bearing of it from others. In fact, a man at the depot has a better opportunity of hearing the opinions of the force than a man from any particular locality, for you meet men there from all parts of the country.

3159. Passing from these two points—the cost of living and the comparison with other forces—is there anything else you would like to say on the subject of pay?—With regard to other forces, in England a man is at liberty to supplement his pay by any other lawful means, for instance, after performing a certain amount of duty in the morning, if he is a cabinet maker, he can work at his trade the remainder of the day, or if his wife has a shop there is no objection to her keeping it, provided it does not interfere with the exigencies of the country.

3160. Then, you agree with a great many other men who have been examined here in asking in the first place that the wives of the policemen should not be prevented from engaging in decent and suitable occupation?—Anything that would not interfere with the exigencies, I would exclude them from keeping public-houses.

3161. But apart from public-houses or matters connected with the exigencies, you would have them engage in any suitable occupation?—Yes.

3162. And do you make a suggestion that the men themselves should be employed in leisure?—I do not; I only use it as an illustration. The English policeman having performed his eight hours' duty, goes away and is not expected to be seen until he is required the same hour again on the following morning.

3163. *Mr. Holmes*.—That is not the case with the metropolitan police?—I think it is a fact that, after putting in their eight hours' best duty, they go away and they are required again.

3164. Is there anything else about pay?—Nothing else.

3165. *Chairman*.—It is hardly necessary to ask your proposal about pensions?—I ask that they be considerably increased for the men who got in since 1866. I got in before 1866.

3166. You seek equality of pension for the men who got in since 1866 with the men who got in before?—Yes.

3167. The main ground upon which the claim has been put is that the men who got in since 1866 did as much work as the men who got in before. Is there any other ground?—If a man spends thirty o

the best years of his life in the service of the public he expects to be permitted to retire after that time. The members of any other branch of the Civil Service—the Post Office, Telegraph, Customs, and Gael Department—do not run the same risk as policemen. In many instances a policeman's life is in his hand.

3168. And you think that should influence?—I think it should.

3169. Mr. Holmes.—But surely in ordinary times a policeman in the country does not run any risk to his life?—Not in ordinary times, nor even at present in some parts of the country.

3170. Then, it is on the ground of the element of danger to his life that you think he should be put into a better position as regards pensions than the classes you have enumerated?—I would not put that as the main ground, but as one of the elements. I put it on the fact, first, that a man leaving the force wishes to have something to sustain him in his old age; and, secondly, from the fact of his being a policeman he has not the same opportunity of getting employment that another man has. In many cases police pensioners had to give up employment or the employer would be boycotted; and if a pensioner is deterred from getting employment the State ought to provide him with sufficient to maintain him, because it is no fault of his own.

3171. We will take hypothesis as only a passing phase?—Calculating as it is, we do not know what it will be in ten or twelve years more.

3172. Chairman.—But before this agitation the men used not to find it so difficult to get employment?—No.

3173. As a matter of fact, a great many men did find themselves in employment at the commencement of the agitation, and some of them have been obliged on account of unpopularity to leave? I have heard of some.

3174. Now go to the subject of extra pay?—Some of the head constables think that the extra pay for them should be increased. At present the extra pay for the head constable is 4s.

3175. Mr. Harrel.—It is supplemented by 1s. during the present period?—Yes. It is supposed to last for six months.

3176. You want to have it made permanent?—Yes. 3177. The head constables get 5s. as against 4s. 6d. for the constables and sub-constables?—Yes; and the sub-inspectors get 15s. a-month. They say that is too great a disparity between the ranks. If a head constable is stopping in a second-class hotel he must be expected to pay more than 4s.

3178. What do you propose?—They do not propose anything. The head constables told me to mention the fact.

3179. Do they stop in the same place as the constables?—As a matter of fact, they do. They live at the same table; and the constables say if a head constable gets something for his rank, a constable has a right to get something for his.

3180. Mr. Holmes.—But do not the constables and sub-constables mess together?—When out on duty in the country they stop generally in the one lodging-house, or public-house, or hotel, and, of course, all pay at the same rate.

3181. Would they sit down to the same dinner?—Very likely they must occasionally. They cannot get rooms to occupy, the head-constable in one and the sub-constables in the other.

3182. But supposing there was an allowance, would not the practice still continue?—There is no doubt it would.

3183. It would?—I believe it would.

3184. And in framing these regulations has not that been taken into account?—But you admit the principle that the head-constable gets 6d. more for his rank, and the constable is entitled to something for his.

3185. If the distinction is made more marked, the constable then would claim to be distinguished also?—The very thing.

3186. Have you any other point?—Not about extra pay.

3187. Chairman.—What is the next subject?—We ask a lodging allowance for married men who are not accommodated in barracks.

3188. How many married men are there with you at the Carragh?—There are two married constables.

3189. Have they both lodging allowance?—One of them has an extra allowance to his pay of 1s. 6d. a-day.

3190. For lodging?—I think it was given for lodging allowance. It was granted for his being separated from his family; a special allowance whilst he is on duty there.

3191. His family are not with him?—They are now.

3192. At present he is living out of barracks?—He is.

3193. Does he get an allowance for living out of barracks?—No; and he told me that in Dublin he was prepared to produce receipts for 11. 5s. a-month for lodgings.

3194. That was when he was stationed in Dublin?—Yes. Then, of course, a constable at the depot has barracks accommodation.

3195. You would not think of expecting 11. 5s.?—No; but a reasonable allowance would be from 8l. to 10l.

3196. Mr. Holmes.—Are you a married man yourself?—No.

3197. Do you consider that when a man is married he should get a lodging allowance for his wife?—Yes.

3198. If your pay was sufficient, in your opinion, to keep you as a single man, do you consider that upon marrying you should get a lodging allowance?—I do.

3199. Will you say why you think so?—On getting married, will not my expenditure be considerably increased?

3200. But why should the police be in a different position from all other classes of men; when a man in any other walk of life is about to marry, he must count the cost?—Certainly.

3201. Then why should the State support a policeman if he chooses to marry?—The State permits him to marry. As a single man he is provided with fuel and light in the barracks with his comrades, and when he leaves his accommodation, fuel, and light, the State saves the money, and has not he a right to get the benefit; has not the State a right to accommodate him? This is given to other forces in the United Kingdom; and then the officers get an allowance.

3202. Mr. Harrel.—But they are not accommodated in barracks?—No.

3203. Do you know that the accommodation for which the State pays, and the fuel allowance which the State supplies, go on all the same as though the man lived in barracks?—Yes.

3204. And therefore do you not see that his living out of barracks with his wife is an indulgence granted to him?—It is; but it is an expense to him.

3205. But it is no economy to the State?—It is no economy to the State.

3206. There are his bed, bedding, and barracks accommodation. Do you know that the commuted allowance for all the men in Ireland for barracks, rent, fuel, and bedding would come to only something like 5l. 10s. a-year per head?—No.

3207. Do you think that if the Government gave a lodging allowance, it would have the effect of inducing men to marry at an earlier age than now?—It might. On that point I do not know would it be advisable that they should, and I would prevent it by limiting the permission to get married up to a certain period.

3208. Or of a certain percentage of the force?—Exactly.

3209. In the army only 8 per cent. of a regiment are permitted to marry?—Yes; and I thank you for

Constable
J. Shattory.
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4 Sept. 1868.

Constable
J. Shattley.
4 Sept, 1893.

reminding me of that, because they are allowed something for lodgings when not accommodated in barracks. All our men marry with permission, too.

3210. Do you know, as a matter of fact, that the married members of the Royal Irish Constabulary are about 26 or 27 per cent. of the whole force—3,700 out of 13,000?—I do not know as a matter of fact, but I take it to be so.

3211. Mr. Holmes.—Do you think that telegraph clerks and others ought to receive lodging allowance upon getting married?—I would not wish to deprive them of any good they can get; but I do not think the circumstances of telegraph clerks and policemen are altogether parallel.

3212. Explain why you think there is a difference between you and them?—The prison officials and wardens I mentioned are provided with accommodation to my own knowledge in Spike Island.

3213. Whether married or not they must live within the gaol?—Yes; and they are provided with accommodation when married; but when we are married we are not provided with accommodation unless the barracks admits of it.

3214. There is a difference. It is not necessary you should live in barracks if you choose to get married?—No.

3215. Clean van.—What you say is that there is a greater analogy between you and the prison wardens than between you and the Post Office clerks?—Exactly.

3216. Do you rest that on the fact that the Post Office clerk is left free as to residence and everything else when he is not on duty?—He is a perfect civilian when not on duty.

3217. It is only when you marry, and there is no accommodation for you in barracks, the State commences to make a difference?—Yes.

3218. And you say the State ought to provide you with accommodation?—Yes.

3219. Mr. Holmes.—Whether married or unmarried, the telegraph clerk does not get a lodging allowance?—Perhaps they allow him when increasing his pay, as they are not giving him lodging allowance.

3220. Chairman.—What you say is this, that in the case of the policeman or prison warder the State takes possession of all his time?—The State takes all his time, and therefore, on getting married, ought to provide for him, too. If a man's pay is only sufficient when he is single, how is he expected to do when he gets married?

3221. Mr. Holmes.—That is what men in all ranks of life have to look to?—I know that.

3222. Take the case of a poor clergyman, with 900 a-year, he can keep body and soul together, but if he marries he cannot?—That is true.

3223. Do you not think that a policeman must count the cost just as any one else?—And so he does. The sub-inspectors get lodging allowance.

3224. Mr. Harrel.—Is not it so that when the officer is accommodated by the public with barracks accommodation he gets no allowance?—He gets a commuted allowance.

3225. But that is far less and light?—Yes.

3226. As against that, you also participate in a commuted allowance for fuel and light?—I do.

3227. Then when accommodated at the expense of the public he gets no allowance for lodging?—He does not.

3228. But a commuted allowance to which a man has an analogous allowance?—Yes, in his fuel and light.

3229. Married or single, an officer gets the accommodation all the same, and if he marries whilst he has the accommodation there is no increase?—He does; but if the accommodation is not sufficient he gets lodging allowance.

3230. Are you aware of an officer at any station where there is accommodation, and where he gets lodging allowance?—I am not.

3231. Then the officer's lodging allowance is given to him wholly irrespective of his being married?—It is. At least, married or single, he must get lodging allowance, if he is not accommodated in barracks.

3232. When he is not accommodated in barracks?—Yes.

3233. Chairman.—Before the Committee of Inquiry, which at some time ago, a good many gave evidence that money had been saved by members of the force before this agitation broke in on their means. Is that your impression, that a good many men had been able to save money before that time?—It is my impression that they had.

3234. Pass to the next subject you wish to speak of?—The next is promotion from the ranks to the higher grades of the force, either a larger proportion than at present or the entire—the half or the whole.

3235. You think that would stimulate the men?—It would stimulate the younger members of the force.

3236. And induce a good class of men to come into the force?—It would. As regards the promotion of head constable to sub-inspector, the limit of age is 48 years, after which he is not at liberty to aspire to the rank.

3237. Would you have that rule altered?—I would have it reconsidered. Very few county inspectors could look forward to the rank of Inspector-General if the limit of age applied to them. A man might not be physically unfit at 48 years of age, so we would ask to have the rule reconsidered. The mode of promotion from the ranks to the lower grades—sub-constable to acting constable and constable—is a burning grievance with many of the men, too. Take the case of two recruits, equal in merit and ability. One is sent to Kerry, the other to Roscommon. Both pursue the same steady course. The man in Kerry finds himself a constable at four years' service; the other does not get that rank until twelve years' service.

3238. You think there ought to be a more uniform principle?—Yes, a more uniform principle.

3239. In what way would you propose to have that carried out?—There is a seniority list kept at Dublin Castle; I would say there should be a seniority list of service fixed under which no man should be eligible for promotion. In selecting men for promotion the first thing to look to would be the man's fitness, and in that I include his respectability and character, as well as his fitness otherwise, and, secondly, I would have regard to his seniority. There may be exceptional cases for promotion of junior men, but after all it is hard that a man should be promoted at four years' service, while another equally good is not promoted till ten.

3240. Mr. Harrel.—How would you test a man's fitness?—I would have a Central Board to examine, though that would entail an economy of labour.

3241. You do not mean a Central Board for the whole of Ireland?—I do not, because it would entail too much labour.

3242. Would you leave it to his officers—a preliminary examination by the sub-inspector, and afterwards an examination by the county inspector?—I would; but I would fix the limit, so that there should not be thirty-two different systems, one county inspector considering juniors eligible for promotion, and others that seniority only should count.

3243. You think every man should have served at least six years as a sub-constable before he would be eligible for promotion?—Six or eight; at present promotion is more like a lottery; it depends more on where a man is sent than whether he has ability and merit of his own. If he is sent to a county where men are promoted young he is fortunate, and if he has the misfortune to be sent to another county seniority would tell against him.

3244. Chairman.—Pass to the next subject, please?—The next is as to unfavourable records.

3245. You wish to have them expunged?—Yes, after two years.

3246. So that after two years they should have no influence on promotion?—Yes, or be remembered at all against a man.

3247. Do you wish to make any special remark as to their influence on pension?—I would not allow unfavourable records to have any influence on a man's pension, or even on his position in the service. You have heard already how they affect a man's pension. Supposing a man had one unfavourable record, he may lose 1*l.* a-year, and if he had fifteen favourable, they would not add a penny to his pension. In civil life, even if a man commits a serious offence, he may, by a steady course of conduct, retrieve his past. A policeman never can; the record follows him to the grave, although it might not be an offence in civil life, but the breaking of some rule, a breach of discipline.

3248. Mr. Harrel.—What do you say as to the operation an unfavourable record should have on a man's eligibility for promotion?—I would not have him eligible for promotion for two years.

3249. At the expiration of that time would you treat him on all fours with a man who has a clear sheet?—Exactly; he has put up two years, and why should it not be wiped out? If an officer does something, he is put down a couple of steps; it records his promotion, but he never hears of it again in his life.

3250. It puts him down two steps for evermore?—But that is all; it is never brought in judgment against him again; it does not affect his pension.

3251. In the case of promotions, would you not think it fair and in justice to the well-conducted members of the force themselves that, all other things being equal, the man who had never incurred punishment should be preferred before the man who had incurred it, even though it had been purged by the expiration of time?—Yes; but how can you say all things are equal when he is detained two years on the road, and the juniors have started ahead.

3252. A case might occur where the punishment had been fatal to him, and that years afterwards he came forward in competition with a clean-sheet man; in justice to the well-conducted men themselves, can you say that it would be altogether right to take no notice of it?—In equity I would say that it is right that a man having a clean sheet should get the preference, other things being equal; but a man having lost by the punishment in that respect already, I would not like to hold it over him again.

3253. Chairman.—Now pass to the next subject, please?—The next I was asked to mention was that men should be held responsible only for their own acts.

3254. And not for the acts of others?—And not for the acts of others.

3255. Like other constables, you can point to a great many cases where men were made responsible for acts over which they had no control?—Yes.

3256. What is the next subject?—The next is roll-call, confining men to barracks at 9 o'clock at night for the six winter months.

3257. Mr. Harrel.—What do you think it ought to be?—Uniformly 10 o'clock all the year round. The inhabitants hardly retire at 9 o'clock at night, and it would be more productive of good that men should be seen moving about a village than if they retired to barracks with a knowledge of that fact by the people.

3258. Chairman.—What is the next subject?—Compulsory retirement.

3259. You would wish to have compulsory retirement at thirty years' service?—Yes, but if a man wanted service to attain the pension of his rank, he ought to be permitted to remain for the necessary period, a man's pension being calculated according to the pay for the last three preceding years of his service.

3260. Is there anything else?—I would have optional retirement at twenty-five years' service.

3261. Mr. Harrel.—On a relative pension?—Possibly so.

3262. Chairman.—You think a man retiring at twenty-five years' service would have a better chance of getting employment?—Yes, if he wishes to run the risk, let him take five-sixths of his pension. 3263. What is the next point?—That the non-commissioned officers over the detachment at the Carragh Camp are entitled to extra pay; there are only two head constables.

3264. That is all the non-commissioned officers?—Yes; there are only two head constables, six constables, and two acting constables to exercise supervision over 500 recruits.

3265. What increase of pay do you ask?—1*s.* 6*d.* a-day extra allowance on detachment duty for all these men.

3266. On what ground do you make that claim?—First, that the smallness of the staff considerably increases the duties of the few exercising supervision over 500 recruits; secondly, the men are absent on detachment duty from their stations, and when men are they are entitled to an increased rate.

3267. Do you not get an increased rate as it is?—We do not get that considered at all.

3268. Mr. Holmes.—It is looked on as permanent business?—It is; one head constable is already in receipt of it and one constable.

3269. Chairman.—Why is that distinction made?—It is given to him as he had exceptionally heavy duties.

3270. Mr. Harrel.—Is he in the position of the head constable major at the depot?—In the relative position of quarter-master sergeant in the army, looking after stores and the conveniences for the 500. He gets 1*s.* 4*d.* for that day. The officers get extra allowance.

3271. Mr. Holmes.—What are the duties?—Some of the men are musketry instructors; others are responsible for the ordinary drill. In addition to that, from the smallness of the staff, they have to exercise supervision over the young men, teaching them habits.

3272. Do you think those duties are more trouble some and laborious than the duties of an ordinary station?—I think dealing with recruits is more trying on the man himself.

3273. Chairman.—The duties there are not more troublesome than similar duties discharged at the depot?—They are both the same.

3274. So far as trouble goes, there is no more reason for an increase there than there would be at the depot?—No; the same amount.

3275. Is there anything like increased expense on you or other men in your position there?—I do not think my men would be as dear at the depot as there. In the depot I would be very comfortably housed; at the Carragh the huts we are compelled to live in have been built for the last twenty-seven years.

3276. Mr. Holmes.—But are not your men expenses less than at an ordinary station, owing to the fact that you are all messing together?—There are only five of us messing now. The mess is just as dear as at any other station.

3277. Chairman.—Your point is that your mess is a shade dearer than it would be at the depot?—Not only that, but the increased duties require extra pay.

3278. Mr. Harrel.—Are you a drill constable?—No; I am police instructor in the school.

3279. Have you not an allowance for that?—I have 20*s.* a-year out of the school fund, and the men I represent have nearly all extra pay for the special duties they are discharging.

3280. But the staff at the Carragh for the instruction and drilling of recruits are exactly, as regards allowances, under the same conditions as the staff at the depot?—Exactly.

Chairman
J. Blaney.
4 Sept., 1883.

Constable
J. Slattery.
4 Sept., 1892.

3283. And the ground upon which you advance the claim to extra pay for the Carragh, as compared with the depôt, Phoenix Park, is, that you are living more uncomfortably there?—We are; and that part of the detachment has got it.

3282. Having regard to the number of recruits, and the smallness of the staff, their duties are more severe?—They are. One man, a constable, has 1s. 6d., and a head-constable, 1s. As some of the detachment get it, it looks odd that they do not all get it.

3283. Why should the constable get 1s. 6d.?—He is snarey instructor, and, when separated from his wife, he got 1s. 6d. a-day compensation.

3284. That is under special circumstances?—Yes.

3285. As school instructor at the Carragh have you as large a number of recruits under your care as there are at the depôt itself?—I have.

3286. And you still hold the rank of constable?—Yes; I have applied for the temporary rank of head constable whilst so acting.

3287. You have a great many recruits passing under your eye in the school, and you have as good an opportunity as any man of forming an opinion on their quality and character, mentally and physically?—Yes; I am nineteen years now instructing recruits.

3288. Give the Committee your opinion as to the class of recruits that have come under your supervision during the last year or eighteen months—are they fit, and able, and intelligent, as formerly?—I do not think they are as intelligent as formerly—that they are so apt at learning.

3289. Do you find the standard of knowledge is lower?—I find it more difficult to get them to learn what is required of them.

3290. Is that from their incapacity or unwillingness?—I am not disposed to say incapacity, not unwillingness. Physically speaking, there is no great difference. We get some splendid recruits.

3291. Are they older or younger than they used to be?—About the same age.

3292. And the fact of a special depôt being established at the Carragh for the instruction of recruits shows that the constabulary have been receiving a far larger number of recruits than formerly?—If we were not receiving them we would not have the special depôt. As a matter of fact, in the last two or three years we recruited 8,000 men.

Sub-Constable WILLIAM MAINWELL, examined.

Sub-Constable
W. Mainwell.
4 Sept., 1892.

3301. (Chairman.—You are a sub-constable stationed at the Carragh Camp?—Yes, at the depôt there.

3302. How long have you been in the force?—Five and a-half years.

3303. You represent the sub-constables at the Carragh Camp?—Yes.

3304. What is your representation to us on the subject of pay?—That it is inadequate.

3305. What addition do you think should be made to it?—At least 1s. a-day.

3306. Would you apply that to all ranks of the force?—To all ranks.

3307. The general ground on which the claim has been put forward is the cost of living?—That is the main ground.

3308. Will you state your views on that?—At present we are in mess with the recruits at the Carragh. The ordinary mess we are supplied with, as a general rule, is 1s. 6s. a-month.

3309. That is 10d. a-day?—Yes. What we get for that is half a loaf of Commissioner's bread, which is both black and burnt. Several of the recruits are not able to eat it at all. As for myself, I cannot eat

3293. Notwithstanding that, are they physically pretty good still?—They are.

3294. And, perhaps, with the exception of being a little daller taking up your instruction, they are much what they used to be?—Yes, with the exception of that; but for the last twenty years I have noticed some men daller than others.

3295. Have you observed amongst them anything that would give the idea that they were not of as good a class, socially, as those who used to join?—We consider they are not.

3296. (Chairman.—Do they come as much from the rural classes as they used, or have you a larger town element?—No, I think not; we have just as much of the rural class as ever. I do not know whether you would attribute it to what is spreading among all lower grades in that way—they are not as amenable to discipline. What would be considered defiance and respect some three years ago would now be considered want of manhood. There is a devil-may-care spirit among them regardless of consequences, and they are not so pliable or as easy to govern as they used to be.

3297. They still come very much in the old proportions from the rural districts?—They do.

3298. Do you think they come from a less comfortable class of farmers, or do you think they are beginning to come from the labouring class?—I have not the means of knowing, but judging from their appearance they are not coming from as comfortable a class as formerly. If they were they would be more amenable than some of them are disposed to be, whether that applies to the farming class as well as to others.

3299. But though they might not be quite so deferential as of old, their manners would be better?—I think so.

3300. Mr. Holmes.—Do you think that the present rates of pay, supposing they were not improved, would continue to attract to the force a sufficiently good class of men?—They may attract to the force a great many men; but you will have to calculate this, that when men spend a few years in the force, and look before them, and contrast their position with other forces, they will resign. See the great expense, taking three years to make a policeman; whereas, if you had the men contented, they would remain in their positions, and there would not be so much recruiting.

it, and neither eat any other of the men. We get coffee. We are supposed to get (though it does not amount to that when boiled) three-quarters of a pound of meat for dinner. We get no potatoes. We pay at the rate of 1s. 6d. per pound for butter, and 3d. for every egg we eat.

3310. I would like to put it all together?—Every day it costs exactly 1s., exclusive of the mess we are having.

3311. Go to the next point?—We have to pay for boots (at least, I have done so for the last two years) 3d. every year.

3312. What do you pay a pair for boots?—I would get a pair of strong regulation high-tops at 14s. or 15s. I am supposed always to have two pairs of them in a good state fit for wear. Then for the respectability of it we generally have a light pair.

3313. Then repairs cost you something?—Repairs cost a good lot. I could not exactly give an item for repairs.

3314. You claim an allowance for boots, which, according to your experience, involves an expense of 3l. a-year?—Yes. Then we have to provide under-

clothing—shirts, drawers, socks, and fannels. We are always supposed to have four shirts in our possession. We must always have a suit of respectable plain clothes, and we cannot get a suit that we could appear in public in for less than 34 or 41.

3315. You do not include in that a top coat?—No. For the last twelve months I had to wear my suit about ten times.

3316. How many years will a suit of clothes generally last you?—A man wants to be generally respectable, and clothes get out of fashion. A man wants a change occasionally. Another thing, the clothes going now are not very much good for wear when twelve months in a man's bar.

3317. A man ought to get a suit every year?—Every year.

3318. Mr. Holmes—What do you mean by saying they would not be very much good in a man's bar; they ought to be as good as new?—They would not, and after being muddy and dirty, and brushed up, they will be faded and dull.

3319. Chairman—Do you wear them when not on duty?—I have worn them at least ten times on duty. I went with Proclamations to different parts of Ireland, and I had to dress in plain clothes.

3320. Go to the next subject?—For country other articles, such as soap, blacking, towels, and handkerchiefs, we want at least 31 a-year.

3321. Mr. Harrel—Is there any other allowance under the head of pay?—None.

3322. You are a reserve man?—I am; and I am assistant drill instructor.

3323. Have you any allowance for that?—I certainly hope to get an allowance for it.

3324. Pass to the next subject you would like to mention?—The next is equalization of pensions that the men who joined since 1896 should be placed on the same scale of pension as those who joined before it.

3325. Give your reasons for that claim?—A man must serve thirty years before he is entitled to anything like a pension. A sub-constable, after thirty years' service, is entitled only to something like 374 a-year, and that is very inadequate to support him, especially if he has a wife and family, after spending the best of his time, his health, and manhood in the police. At the present day a police pensioner is looked on by the public with suspicion as a spy. He is held up to ridicule, and he cannot get a situation except with great difficulty, that will help to support him in any way.

3326. Are you aware that a police pensioner can take his pension to any part of the United Kingdom or the British Colonies?—I am; but a man who has served thirty years in the force, and has a wife and family, wants to have some capital to go there, and it is impossible for him at the present rate of pay or pension to save up capital.

3327. Some men retire as bookkeepers. Suppose a man was permitted to retire at twenty-five years' service, would not it leave him better able to supplement his pension than by serving thirty years?—It would leave him better able in health and strength to do it; because I have heard it said that the last five years of a man's service are the hardest he has to put in.

3328. You think that would be looked upon as very much bettering their position?—It would, indeed.

3329. Pass to the next subject?—The next is a general rule for promotion throughout all Ireland.

3330. Do you mean by that that promotion should still be taken by counties, that as the vacancies occur in counties they should be filled in the counties; or that the vacancies throughout the whole of Ireland should be filled from a list kept of the whole of Ireland?—I mean that the promotions should go as the vacancies occur in each county. At present, there are thirty-five or thirty-six different rules of promotion. In each county a man goes under a different rule of promotion.

3331. What you are directed here to suggest is, that there should be, as far as possible, a uniformity of system?—A uniformity of system by which men would obtain promotion in their own counties according to seniority and general fitness; because it is a source of great dissatisfaction that two men in the depot together, having the same qualifications and the same natural intelligence, if one of them is transferred, say, one to Louth and the other to Donagall, the man that is sent to Louth after four years finds himself a constable, while the man who is sent to Donagall is a "sub" still, though he has good conduct, and is equally well qualified to fill the rank of constable as the man in Louth.

3332. The desire is that promotion should be, as far as possible, by seniority, combined with general fitness?—Yes.

3333. How would you ascertain the general fitness?—By examining a man in his literary qualifications.

3334. By whom?—By the sub-inspector or county inspector, and also have regard to his conduct in his records. The records are the best character he can get.

3335. On the subject of records, have you anything to say?—We wish to have unfavourable records wiped out after two years' good conduct, because at present, if a man gets an unfavourable record, it counts against him whilst he lives.

3336. That is the undoubted desire as regards records counting towards reducing a man's pension?—Yes.

3337. But on the subject of promotion, as you properly said, a man's records are his official character, would you absolutely wipe away the unfavourable records?—I would not wipe them away, nor would I have them count against a man.

3338. Suppose a sub-constable receives an unfavourable record at three years' service, and that he and a brother sub-constable each having attained six years' service go up for promotion, and they are equally fit in all other respects, would you not hold it desirable that the man with the clean sheet should be preferred before the other?—No; for this reason, that the man getting the unfavourable record wipes it away in two years. When a man condones himself well for two years it should be taken as a general rule that he desires to live in the force and retrieve his fallen character; whereas in the present state of things, if a man is only fined six in the depot for having his coat wet on parade, that six will count against him on getting his pension.

3339. Does the depot fine count as a record?—It does.

3340. Because it is imposed by the Commandant?—Yes. I have known a man myself who never was fined, but he was admonished when a recruit, and there was 11 taken off his pension.

3341. Pass to the next subject?—The next is that a married man not accommodated in barrack should get lodging allowance.

3342. What amount do you suggest?—At least 51, or 61, a-year in a country place; it may be more in town. I know from experience, having been stationed with men who were married, it takes that in a country place.

3343. Do you think the present rule is a fair one, requiring them to be seven years in the service before marrying?—Yes; I would leave that rule as it is; it is quite time enough for a man to get married.

3344. Do you think it would be reasonable that only a certain percentage of the force should be entitled to an allowance in the event of their not being accommodated in barrack?—I do not, but I think it would be very well if the allowance was restricted and given to no man who had not ten years' service.

3345. That would be to further restrict it?—Yes.

Sub-Constable
W. Maxwell,
4 Sept. 1896.

Sub-Constable
V. Mawell.
4 Sept., 1883.

3343. It would make a man exercise prudence in taking this important step?—Yes.

3347. *Mr. Holmes.*—Then I suppose if there was not a restriction of that kind, the lodging allowance would act as an inducement to men to get married?—It would; it would be very important if it was restricted to men of at least ten years' service.

3348. Pass to the next subject?—The next is about the canteen. Strictly speaking, there is a canteen allowed for the Royal Irish Constabulary in charge of a civilian. In that we can get nothing of what is supposed to be in a canteen.

3349. *Mr. Harrel.*—Is he not obliged to supply certain things?—He is not.

3350. Have you spoken to your officer?—We have.

3351. You are for all purposes under the Commandant at the dépôt?—Not now; formerly. We are under Mr. Hayes, but virtually we are under the Commandant.

3352. That is to say, Mr. Hayes, although in local command, is bound to follow the regulations laid down by the Commandant of the dépôt?—Yes; at the dépôt there is a canteen, and all the profits of that canteen are put into a fund for the benefit of the constabulary in different ways, and also for the benefit of deceased policemen's widows.

3353. Could there not be a branch of the dépôt canteen established at the Carragh?—There could.

3354. You look on that as the solution of the difficulty?—I do.

[The Committee adjourned to next day.]

EIGHTH DAY.—5TH SEPTEMBER, 1883.

Present:

Mr. R. O'SHAUGHNESSY, M.P., Mr. R. W. A. HOLMES, and Mr. D. HARREL, R.M.

Head Constable WILLIAM HENRY RICE, examined.

[Witness
Constable]
W. H. Rice.
5 Sept., 1883.

3355. *Chairman.*—How long have you been stationed at the dépôt?—Two years.

3356. You hold the rank of head constable?—Yes.

3357. You represent the non-commissioned officers stationed at the dépôt?—Yes.

3358. How long have you been in the force?—Eleven years.

3359. You have been promoted rather earlier than usual?—Yes.

3360. Where were you stationed before being at the dépôt?—I was all my time, except two months, at Droghda.

3361. What is the first matter you wish to mention?—I consider that we are entitled to a substantial increase of pay.

3362. Do you put it down at 1s. a day?—I do not; I put it down the same as the London metropolitan police.

3363. Such an increase of pay as would make it equivalent to that of the London metropolitan police?—Yes.

3364. We intend to institute a close examination into the pay, not only of the London metropolitan police, but also certain other police forces, and bring out in our report the various points of comparison. Do you wish to say anything about the London metropolitan police?—They are better paid than we are; whereas their duties are not at all as onerous or so severe. Thus in itself is a great deal.

3364*. *Mr. Harrel.*—You are not now speaking of the dépôt, but of the duties of the force generally?—Not of the dépôt, but as a member of the Royal Irish Constabulary.

3365. *Chairman.*—Apart from the pay of other forces, is there anything you wish to say on the subject of expense?—Yes. If the Committee wish, I can state what it costs me at the present moment to live at the dépôt.

3366. *Mr. Harrel.*—You are a single man?—I am.

3367. And you are a member of the constables' mess?—Yes; and I stand in a scale of the constables' mess at the dépôt.

3368. *Chairman.*—What is the total amount of the daily or monthly expenditure on sustenance that results from your statement?—The total monthly amount is 54. 6s. 11d.

3369. Of course, you get meat at contract price?—We do.

3370. What are you paying for beef?—8d. per lb.

3371. Have you any knowledge of what was paid for it seven or eight years ago?—I have not.

3372. Do you include in that eggs for breakfast and occasionally meat?—Yes; generally eggs and meat for breakfast—a quarter of a pound of ham and one egg per day.

3373. Are you obliged to use more plain clothes at the dépôt than in the country?—My men must parade for me in plain clothes on Saturdays, and it is within my province when I am inspecting the men to reject a man's plain clothes, and say they are not fit for parade.

3374. Is one of your claims that there should be an allowance for plain clothes?—I say 2s. 10s. for boots, and 2s. 10s. annually for plain clothes; that is 6s. for all.

3375-8. Are plain clothes used more on duty in Dublin than in the country?—Since the present agitation commenced my men are continually in plain clothes, going with gentlemen in the City of Dublin to different parts of the country. My men do detective duty in the City of Dublin at their own expense.

3379. How many pairs of boots does a man get in the year at the dépôt?—I can give you an account of my own boots. I pay 1s. a pair for them, and I wear two pairs in the year, besides repairs; and if I get them soled I pay 2s. 6d. I do not use as many pairs as a man at drill, who grinds three hours a day on gravel.

3380. Do you think that the other men pay as much for boots in Dublin?—They do not buy boots like mine—they buy nailed boots. I have to go up and down three flights of stairs three times daily, so that I must have light boots.

3381. Taking the ordinary kind of nailed boots, a pair would not cost if?—No; a pair of nailed high-

Head
Constable
W. H. Bice.
8 Sept., 1882.

3409. Perhaps there is a higher standard of living now?—There is; and we cannot help spending money; whereas, some time ago the opportunity did not arise. On the contrary of duty I could give serious evidence about my position at the depot.

3410. Do you not think there are plenty of men who live in the same way as you lived eight years ago?—I do not know about that. I lived in a very primitive fashion eight years ago.

3411. You were going to state something about the nature of your duties?—To show the continuance of them at present, I suppose for the last five months in the depot I have not had a moment off duty.

3412. Do you think that is generally the case with other non-commissioned officers whom you represent?—It is, and particularly with the head constables.

3413. Describe briefly the nature of these continuous duties?—There are three head constables for duty. One officer and two head constables were in each company when the depot was at its maximum standard. Now it is at its minimum, and more than ever was expected to be in the depot; but there is only one officer in charge of a company, and there are only three head constables in charge of companies. We must manage all matters of men in connection with the companies, which is a very serious heavy duty, because, for my expenditure, the cash I pay through my fingers monthly is 1,000*l.* So there is continuous duty from 7 a.m. to 12 midnight.

3414. And that involves serious responsibility?—Since I took charge, a sum of 22,112*l.* 12*s.* 10*d.*, during twenty-two months has been paid away by me in 5,622 payments. Then I am never a moment off duty, nor have I got a moment's leave. I could not get leave to go to the circus or the theatre.

3415. Does the same state of things apply to other men?—To those holding my rank particularly, and almost the same to the others, as far as leave is concerned.

3416. Is there anything else you wish to say about the pressure of duties at the depot?—They are more severe than elsewhere.

3417. *Mr. Howell*.—From what does the necessity arise which prevents your obtaining leave?—I cannot say that. I would rather abstain from saying that. I merely state what exists. I have not seen my father for two years, although he is within two hours' rail of me.

3418. Then you have got no leave of absence?—No, I would not get a day. I asked the other day to go and see my mother, who is very ill, and I could not get down, although there was a man going on duty to my town in charge of armed recruits, and I wanted to perform that duty. Going in the morning, I could be back in the afternoon, and in the meantime see my mother.

3419. *Chairman*.—Now pass to the subject of pensions. I suppose the men who entered since 1866 seek an equality of pensions with the men who entered before 1866?—Yes; an assimilation of pensions.

3420. State generally the grounds of that claim?—Our duties are as severe as those who joined before 1866, and many of them are in the force at the present time; and we see no reason why any distinction should be made between us and these men. There could be no line drawn with regard to the duties.

3421. *Mr. Howell*.—Throwing aside the rates of pensions which the men obtained under the Act of 1866, as compared with those who joined previous to that date, have you taken into consideration that the terms upon which pension is obtained in the case of those who joined under that Act are more favourable; that, although the rates which can be obtained by men who joined the force prior to 1866 are larger, the terms under which they obtain those rates are not so liberal as in the case of the men who joined since 1866; for instance, the men who joined prior to 1866 only obtain their pension, not by annual increments, as in the case of those who joined since, but by leaps of five years, for fifteen not exceeding twenty years' service, for twenty not exceeding twenty-five, and for twenty-five not exceeding thirty?—Yes.

3422. Do you also know that a man who joined prior

to 1866 cannot obtain his pension at all, no matter how long he serves, unless he is declared to be medically unfit, and passed as such?—Yes.

3423. And that the men who come under the Act of 1866 can, no matter what their state of health may be, claim their retiring pension on attaining thirty years' service?—I would have greater facility in getting my pension, but it would be a smaller pension. If I retired at my present pay as pension I would draw, as second-class head constable, 83*l.* 4*s.* per annum; but, under the Act of 1866, I would retire at only 45*l.*, and that would not be a pension fit to support me. A first-class head constable, drawing 94*l.* 2*s.* per annum, would be only entitled to 34*l.* Take from that—what may happen to the best men in the service—deductions for infirmable records, 1*l.* 5*s.* per year.

3424. *Mr. Holmes*.—Replying to the Chairman, you said you were not asking 1*s.* 6*d.* increase of pay, but merely to be put in the same position as the London police?—Yes.

3424^a. Surely you do not want to be put into a better position than the London police as regards pension?—I can show grounds why we should get a better position than the London men.

3425. Please to state those grounds?—Henceforward pensioners from the constabulary dropped into nice situations, and the fact of their holding a pension from the constabulary was a recommendation to them, a sort of guarantee. Now, except in very few cases, that does not hold good. The time of finding is against us, and once we leave the service we have a very unpropitious time of it.

3426. *Chairman*.—There is great difficulty in getting pensions?—Yes; and the individual who might be an employer, and have opportunities of giving us a situation, abstains from doing it, inasmuch as he knows a police pensioner might be objectionable.

3427. *Mr. Holmes*.—Do you not think the good relations between the police and the people will speedily return?—I cannot be a prophet, and the outlook is not bright in any direction. There are clouds larger than a man's hand whenever you look. That is my impression, judging from what is going on.

3428. You said if you were to retire at thirty years' service on your present pay, your pension would be only 55*l.*, your pay being 82*l.* You are aware that pension always is very much less than pay in all classes of the Civil Service. Taking the case of the ordinary civil servant, he cannot retire until he is 60 years of age, unless on the ground of ill-health, and the most he can draw is two-thirds of his pay, to which he is only entitled after forty years' service. Take the case, then, of a man whose salary is 60*l.* 4*s.* per year; he would retire on his maximum pension of two-thirds only after forty years' service; so that after forty years' service he would only get 40*l.* 4*s.* per year?—That is quite right.

3429. Do you not think that man would have just as good ground of complaint as you?—I do not. In his life he is not called upon for any great physical exertion; neither is he subject to wettings and cold. His life is not so severe as a policeman's.

3430. But he may be subject to great mental exertion?—Doubtless he will, but at the same time his risks are not so great as in the case of a member of the constabulary. He does not risk life or limb, and he lives in a very easy way. He has a beautiful house, much superior to that of a member of the constabulary force of any rank; and at his time of life, too, he should be much freer.

3431. He will feel the difference between his pension and pay just as keenly as the constabulary man?—He does not care it as hard.

3432. *Mr. Howell*.—Do you know that on that very account the State has put ten years' more service on him than on you?—I see that plainly.

3433. *Mr. Holmes*.—In point of fact you, the police, are in as good a position after thirty years' service as the ordinary civil servants after forty?—Yes; but the amount of my pay does not hold the same corresponding proportion.

3434. You can hardly compare yourselves with men

who are doing brain-work?—Brain-work! I will go into no comparison, but at the same time there is not a person drawing 200*l.* a-year in the city of Dublin doing brain-work, and the amount of penmanship with my own pen, that I exhibit.

3435. All you say goes to show that your own individual position at the dépôt is different from that of most officers in the force?—A head constable is called upon at any time to act as sub-inspector. A first-class sub-inspector is drawing 225*l.*, and the moment he is charged from a station his position becomes vacant, and the man drawing 84*l.* 4*s.* or 91*l.* must do his work.

3436. *Mr. Harrel.*—But you have not had experience lately of what goes on in the county, because the clerk materially assists him?—Some of them may assist in keeping the accounts. I have no clerk at the dépôt, the reason of which I cannot account for.

3437. There is no clerk to assist the sub-inspector?—None.

3438. *Chairman.*—Do you wish to say anything else on the subject?—The men who joined since 1866 will always feel dissatisfied so long as a distinction exists. I am confident that the Government may expect nothing but perpetual recruiting and agitation so long as any distinction is made. I would suggest that a member of the constabulary be allowed to retire at ten years' service in case of his incapacity to serve further, and that he be granted a pension on that service; that would be one-third of the whole pension; and then a yearly increment for every year's service, provided he was incapacitated by illness from serving further. Then I would say that at twenty-five years' service it should be optional for him to retire, and that at thirty years' service retirement should be compulsory, except that he should be allowed to work out the term that would entitle him to pension on the pay of his rank. If he had to put in three years, he should be allowed to earn his pension to carry it with him. That in itself would keep up a healthy current of promotion, and would give a stimulus to men in looking forward.

3439. You think it would be not only fair to the men, but beneficial to the service?—Yes; and I would prove that it would be a saving to the public. Once a man comes up to thirty years' service, and he takes the notion of retiring, the public can get no benefit from him. I have ample evidence of that at the dépôt. There are head constables and constables at the dépôt, and some of them are kept two months there knocking about in a very unpleasant, untidy way, marching up and down to hospital with their minds annoyed, while they had been, perhaps, a month or two lying at the station before coming up. They are brought before a medical board and returned unfit. After a time they return to their station, and they are six weeks more before they are possessed of. So that, practically, for six months the Government do not get one day's work from them, and they are drawing the highest rates of pay.

3440. *Mr. Holmes.*—You having joined since 1866 can retire after thirty years' service without a medical certificate?—Yes.

3441. You think the same rule ought to apply to those who joined before 1866?—Yes. The last year of a man's service is the worst he puts in. Owing to the ordeal they go through there they bring unpleasant recollections of the service away with them. I know men who actually cursed the service going away.

3442. *Chairman.*—Go to the next matter, please?—The next is lodging allowance to married men not accommodated in barracks. There should be some allowance given.

3443. What do you propose?—I would say 10*l.* per annum.

3444. You think it is absolutely necessary in order to enable married men to sustain themselves properly?—I do. I think, in the interests of the service and for the respectability of it an allowance should be granted. I could give you evidence as to the rates of pay to men at the dépôt. If married men are tolerated there some cottages should be built in connection with the dépôt. There are some at present built in barracks.

3445. Do you think that the married men at the dépôt desire that they should be all accommodated?—Yes, if allowed there at all. Constable Despard pays 22*l.* per annum for a house.

3447. *Mr. Harrel.*—Is he at drill?—No; he is a constable in the band. Constable Ball, who is at drill, pays 24*l.* per annum, and for the last eleven years he paid 24*l.* as rent. Acting Constable Boyd pays 18*l.* a-year for a house. I think some cottages should be built for the married men within hailing call of the dépôt. Constable Despard is confined to barracks, and he has to pay a woman to step with his wife, who is delicate.

[*Mr. Holmes left the room on official business.*]

3448. Could not he have left for a county at any time he liked, on the ground of his being a married man?—I do not think he could, but I am not sure; the point never came before me.

3449. He stays there deriving some profit from his position over and above his pay as belonging to the band?—Hitherto, he might have some trifling thing for playing out. Sometimes the men used to have appointments for the theatre, but lately they have none; they cannot take them.

3450. *Chairman.*—Pass to the next point?—The making-up of uniforms is the next.

3451. That involves more expense than you are allowed?—I get 10*l.* 6*d.* for making up a tunic, and I pay from 15*l.* to 17*l.*. To Mr. Ireland I pay 1*l.*. In Belfast they charge 1*l.* 6*d.* or 17*l.*. I get 3*l.* for trousers, and I pay 4*l.* 6*d.*. Mr. Ireland will make them up for me for 3*l.* but if I get them made up by my own tailor, and the head constables as a rule do, the charge is 4*l.* 8*d.*

3452. What addition do you suggest should be made to the clothing allowance; the actual expense, or a special sum in addition to the present allowance?—If the actual expense was allowed it would meet the whole case.

3453. You would suggest that?—Yes, an average allowance.

3454. What would be the average?—A head constable's tunic could not be made up under 15*l.*. The charge is reduced by competition to the lowest bid.

3455. What addition would that represent?—4*l.* 6*d.*

3456. What addition would you suggest for the trousers?—Taking the charge in the whole country, I would say 4*l.* 6*d.* for making up the head constable's trousers.

3457. *Mr. Harrel.*—That would be 1*l.* 6*d.* more?—Yes.

3458. For each suit, trousers and tunic, you would suggest an addition to the present allowance of 4*l.* 1*l.*—Yes, 6*l.* per annum to a head constable. The allowance to the constables does not meet their expenditure either. They get 3*l.* 6*d.* for the tunic and 2*l.* for the trousers; that is 5*l.* 6*d.*. No tailor will make the suit for that.

3459. Would 12*l.* pay for making the tunic and trousers?—I think he should get 10*l.*; say 8*l.* for the tunic.

3460. *Chairman.*—What addition would you recommend in the case of constables?—I would say 4*l.* a suit, which is very moderate.

3461. Pass to the next subject, please?—The men desire me to speak about the material of the frocks, it is so very bad. They are ashamed to wear them in the city. The material is soft and open, and turns wretchedly ugly, a green colour. The men approve of the frock as a garment, but they wish to have some cloth issued for it, and to be allowed to make it up themselves by a regulation pattern issued for the purpose.

3462. Are they satisfied with the tunic cloth?—They are. It is reasonably fair, but not as good as the cloth worn by the city men.

3463. What is the next matter?—The next is the head constables' night allowance, which has been recently struck.

3464. *Mr. Harrel.*—What is it?—4*l.* 6*d.* a night for the men.

Head
Constable
W. H. B.
5 Sept. 1888

Head
Constable
W. H. Rice.
1 Sept. 1892.

3463. That has been suppressed for six months?—The regulation rightly allowance is 4s. to head constables and 1s. extra for six months, which will terminate next month.

3464. What do you propose it should be?—At least 7s. 6d. I can show you how badly it sits up at the present time. Now I was sent to Cork with an escort, making charge of twenty-three convicts the other day, and that was a very heavy responsibility, to have twenty-three of the worst characters that could be got together. When I come to pay my men I can get 6d. in my pocket above a recruit. I cannot stay in the same room, and my responsibility is measured by 6d.

3465 (1). *Chairman*.—The ground of your claim, then, is the responsibility, not the hard work involved?—Yes.

3466 (v). Apart from that, is there any other ground for claiming the increase?—I say I must live in some respectable second-class hotel; I cannot live in the same lodging-house with the men.

3467 (3). Therefore, you add the ground of increased expenses?—Undoubtedly.

3468 (4). *Mr. Harrel*.—You say you ought to get 7s. 6d. 7.—I do. Nothing less would do. It puts a head constable in a very ugly position if he is out with the men on duty that he gets only 6d. for his mark.

3469 (5). What do you propose for a constable?—I would say 1s. a night more than a sub-constable. There should be something to support his rank and make a distinction. At present there is no distinction. The head constable is in an unfair position on detachment duty. He cannot sleep in a straw lodge.

3470 (6). *Chairman*.—What is the next topic?—We would ask that a head constable in charge of a district doing the duty of an officer should get some extra pay.

3471 (7). What extra pay would you suggest?—Taking into account that a sub-inspector gets 5s. for acting as county inspector, I would suggest 5s. 6d. a day for the head constable. He should not get it for one day; I would say after a week.

3472 (8). Pass to the next matter?—At the depot there are peculiar duties that do not obtain in the country; for instance, he has no clerk, and therefore the same work is thrown upon him. A head constable has to do all without any assistance whatever. I could illustrate that by a very forcible case that occurred with me the other day. Sir, I am under orders to go to Cork in the morning. I parade at 4 a.m. At 3 o'clock I get an order-book put into my hand, showing there are ten men under orders for counties. I calculate all their pay and allowances; their pay to the county headquarters, their pay whilst at the depot, and their pay to the several counties again. I have no person capable of doing that in my absence. Consequently, I must sit down and regulate all that, and give the pay to a constable. That takes me to 12 o'clock. I have three hours' sleep, and I parade at 4 o'clock. My light is out off at half-past 8. There is no light allowed to the head constable beyond that.

3473 (9). And you provide yourself with light?—I am obliged to provide myself with light for the public service.

3474 (10). *Mr. Harrel*.—What time should these orders go?—In an ordinary quiet evening the beggars go at 4 o'clock. The orders would be in my hands at half-past 5. They might not be out till 7 or 8 o'clock.

3475 (11). *Chairman*.—Go on to the next subject?—There is a matter I have been requested to mention with regard to livery privileges that tend very much to make a man's life happy or not, as the case may be, provided he does his work well. A head constable, or a constable on the depot, should be allowed the privilege of going into the city in plain clothes when not on duty. The head constable and constable down the same privilege as a sergeant-major in the army. We are not doing police duty in Dublin, and we cannot be looked upon as the city police. We must be at 9 o'clock in barracks; I would suggest 10 o'clock in winter, and for the head and other constables 11 o'clock in summer, and the privilege

which the army sergeants and sergeant-majors enjoy of not coming in till 12 midnight by leaving their names with the sergeant-major when not for duty.

3476 (12). What is the next topic?—I complain clothes question has caused great dissatisfaction at the depot. A man going down town in uniform cannot go into the theatre or walk through the streets without being subjected to gross insults, and even the men's wives do not care for accompanying their husbands in the city. That I believe to be the fact.

3477 (13). That is a special reason for plain clothes being worn by them?—Yes. A man being treated may lose his temper, and along with it his work, before he comes back from the city. There is no preparation made for a man to take his annual leave at the depot. That was the reason I could not get leave. Then I would suggest that the roll-call be changed. Take my men. On no day can I have harrack until after the orders are issued, 6 or 7 o'clock.

3478 (14). *Mr. Harrel*.—Is not the regular stated time half-past 4?—No. I would say 6 o'clock; and I maintain it. With regard to that, suppose a sergeant-major in the army is in our case, we must see him outside the gate at 9 o'clock on a winter's night.

3479 (15). *Chairman*.—Go to the next matter, please?—The men ask that the helmets should not be worn on Sunday after dinner service. The men cannot go into a tram or enjoy themselves, they consider them so inconvenient.

3480 (16). What is the next point?—We ask that a clerk be given to an officer or head constable in charge of a company at the depot. The next is the Constabulary Force Fund.

3481 (17). What do you say about that?—A feeling exists that there is something wrong about it.

3482 (18). Do you suggest inquiry about it?—No; a balance-sheet.

3483 (19). *Mr. Harrel*.—Do you know that the receipts and expenditure of the Constabulary Force Fund are being investigated at present?—No. I then mentioned in a letter to me that Sir Michael Hicks Beach stated lately in Parliament that it was a very large fund, and in consequence the rates were reduced to 1 per cent.; but in a short time afterwards it was represented to the force that the fund was in a very shaky condition, and the rates were increased to 1½ per cent. As the men are paying so much to the fund, a balance-sheet should be issued. The next matter is the Canton Fund, which is a huge fund. It is part of the regulations of the Canton Fund that some of the money should be issued to sports and games in the depot to keep up a little amusement for the men. At present there is nothing so that say, not even a cricket club.

3484 (20). You think facilities ought to be allowed?—Yes.

3485. Is the fund strong?—There is a sum of 3,000l. or 4,000l. invested. The balance in favour is not so much, because it is kept down. We have no sports; and we are not invited to the regimental sports because we cannot invite the men in return.

3486. What is the next matter?—Promotion from the ranks, which has been more than called into question by the city force here, seeing that all the superior ranks are open to the men.

3487. Do you suggest that all the sub-inspectorships should be filled by the men or half?—All, excepting the sons of officers. The men who earn the rank, and prove themselves capable of filling it, ought to get it, and also the sons of officers.

3488. Do you think that that would be a thing very much prized by the men of the force?—I believe it would be a great stimulus to a man from the day he joins, and give him an interest in the force throughout his entire service. That it will ultimately be the case I feel certain. At present the highest rank a man can get before he is that of head constable.

3489. Practically it is?—Yes, practically. It is only one in a thousand who will become sub-inspector. I would like to mention how promotions are made at the depot, which is an important matter. In the country they are made quarterly. In the depot they are made

yearly, so that even a man who stood at the head of the list would be twelve months out of promotion.

3472. In counties the list is forwarded to headquarters by the county inspector quarterly?—Yes.

3473. And the vacancies which occur in the succeeding three months are filled as a matter of course from the names so sent forward by the county inspector?—Yes.

3474. In the case of the depot, however, that Return is only sent in to the Inspector-General by the Commandant annually?—Yes.

3475. The result of the list not being sent forward as frequently as in counties is that entering vacancies are not filled up for a considerable period?—Say for a year.

3476. In counties vacancies are filled the day a man retires, being filled in anticipation?—Yes. At the depot a man is twelve months out of promotion, and perhaps he may get into trouble and lose his chance whilst waiting for what is actually his by his position. The question of promotion is important to the reserve force at the depot.

3477. Does this apply to the reserve of all ranks?—It does to the reserve scattered through the country.

3478. Go to the next subject?—I have been asked to suggest that the clerks of county inspectors should be entitled to the temporary rank of head constable, drawing the pay the same as at the depot. Some at the depot hold it, and others do not.

3479. Some of the proposals have been that they should get 30*l.* a-year, and others that they should get 18*l.* 6*s.* 1*d.*—They would be better pleased with the temporary rank. Give them the uniform of the rank and very little more. At present they get 12*s.* 6*d.* a-month. The same remark applies to the barrack-master's clerk, who holds a similar position.

3480. *Chairman*.—What is the next subject?—The next is the subject of unfavourable records.

3481. You wish them expunged after a certain time?—After three years. A man should get an opportunity of retrieving his character, and if he did not, let him suffer. At present the records press heavily against him, giving him no chance to lift his head above water, and until the day he dies he is paying for the unfavourable record.

3482. As regards pensions, would you have the unfavourable records affect it at all?—No. Let them affect a man as regards his promotion, but he should not be compelled to carry the recollection of them into his grave.

3483. You see a good many new men who come to the depot?—I do.

3484. Do you think they are of as good a class as before?—They are not.

3485. Are they as good physically?—They are not.

3486. Are they as easily taught discipline?—Well, Sir, they are hurried from the depot now in such a quick fashion that the same opportunities are not afforded for trying out that point as before when they spent six or eight months there, and even ten, while they pass through in ten weeks now. In the last two years 3,500 passed through the depot.

3487. Do they come from as good a class of farmers as before?—I believe they do not.

3488. Do you believe they come more from towns than before?—We get very few from towns; they are

from the rural districts. I have better opportunities than any other person of knowing them that way, because I examine their kits on coming in, and I know they do not have the clothing and equipment they used to come in with.

3489. *Mr. Harrel*.—You say 5,500 passed through the depot in the last two years?—Yes.

3490. That would be, in fact, double the number that passed in ordinary times?—More than double.

3491. And, of course, when double the demand was made upon the candidates' list in the counties you could not expect that the class of recruits would be just as good as before?—Certainly not.

3492. You were getting two men for every one before, so that the county inspectors had a better opportunity formerly of picking and choosing?—Yes. The recruits were selected before.

3493. There are still three classes on the county inspectors' candidates' list?—There are. When there were good men formerly the bad ones were not taken, and they show to the worst advantage now.

3494. But even still discrimination is used?—Doubtless there is discrimination, but the demand is so severe they will have to bring down the discrimination to a similar extent in order to supply the men.

[*Mr. Holmes retired.*]

3495. *Chairman*.—Is there anything else you would like to mention?—The head constables, especially at the depot, are equipped like a recruit—rifle, sword, waist-belt, pouch, and so on—and they feel that it is not maintaining the rank or assisting the man in the way of appealing to his rank.

3496. *Mr. Harrel*.—Are not they similarly equipped all over the country?—They are, and in towns they are armed with a baton.

3497. Do you know that in former times the head constables wore swords?—Yes.

3498. And that they did not parade with rifles?—Yes; and formerly they even had a double-barrelled gun, which was some distinction.

3499. But with the issue of the Enfield rifle this distinction was done away with?—Yes.

3500. What would you suggest as a remedy?—I would suggest that some distinction should be made.

3501. Is there a distinction in the case of colour-sergeants in the army?—There is. We meet men not drawing our pay, or in anything like our position, and they carry swords.

3502. Has a colour-sergeant a sword?—He has; he does not wear a bayonet.

3503. But on parade, does he not go out with his rifle?—He does.

3504. Does not the sergeant-major also?—No; the sergeant-major is armed with a long sword and a cane.

3505. And is not your sergeant-major?—He is; but take the company sergeant-majors of the Guards, they wear long swords.

3506. There is not a company sergeant-major in an ordinary regiment?—There is a troop sergeant-major in the cavalry. The colour-sergeant has a rather an ordinary infantry regiment.

3507. He parades with his rifle?—I think he does; but he has his sword, and the men have bayonets. There is no distinction with us.

Sub-Constable DAVID P. GRANTIN, examined.

3508. *Chairman*.—You are a sub-constable stationed at the depot?—Yes.

3509. And you represent the sub-constables at the depot?—Yes.

3510. How long have you been there?—Three months presently, and ten before. I have been two years and nine months in the force.

3511. Where were you stationed before?—In Galway, West Riding.

3512. Did you belong to the county force, or were you a reserve man?—I was a reserve man.

3513. State your opinion on the various subjects which the men at the depot sent you to present. You need not go into details, but state what you suggest.

Head
Constable
W. B. GRIN.
6 Sept. 1882.

Sub-Constable
D. P. GRIN.
6 Sept. 1882.

Sch-Constables
D. P. Griffin.
—
5 Sept, 1862.

duty, and to perform that we have to purchase extra accoutrements.

3542. You have no experience whether men could live on their pay or not before the agitation?—I have not.

3543. *Chairman.*—Now pass to the subject of pensions. You, of course, represent specially the men who joined since 1866?—Yes.

3544. And we may ask it for granted you seek an equalisation of pensions with the men who joined before?—Exactly.

3545. *Mr. Halpin.*—If the post of sub-inspector were thrown open to the men, would that close to them their pay, being somewhat less than the pay of other police forces?—In a way I think so. It might satisfy some of the men, but it would not satisfy the men generally in the force; because some of the men, for want of ability and talent, are not fit for the rank of sub-inspector.

3546. Then you seek an equalisation of pensions?—Yes.

3547. Do you wish to make any remarks on that, bearing in mind the subject has been gone through before?—I consider it somewhat unfair to a man, who has served his country so long, in discharging the duties incumbent on an Irish policeman, that, after a number of years, when his energies and abilities are spent, he should be thrown on the charity of the public.

3548. You mean that by the time a man is in a position by service to retire, he is not likely to be able to add to what his retiring allowance, under the present system, would be?—Exactly.

3549. Surely, in these days, when everybody has his eyes open, you knew on joining the force, three years ago, what pension you were going to get?—The fact is, I did not know a word about it, and I was twelve months in the force before I did.

3550. I presume you do not seek to be put in a better position as regards pension than the English and Scotch forces?—I would want to be put in the same position as the men who joined before 1866. The position of the Irish, Scotch, and English policemen may differ. In England and Scotland the fact of being a policeman is the worst recommendation to a man's getting a situation of trust. In Ireland, however, from the peculiar nature of a policeman's duties, he must fall back on his own resources. He is isolated from friends and relations. If a man goes back to the place where he was reared, the people forget him after thirty years' service. From the nature of the duties he has performed in any trade or calling he may take up as a means of profit, he has no person to patronise him.

3551. But surely that was not the case in times gone by within recent years?—Generally, I believe.

3552. *Mr. Harrel.*—Do you mean at all times?—Generally.

3553. To what particular locality does your experience extend on this point of constabulary pensioners?—My native place, Kerry, and Galway.

3554. In the locality from which you came are there many police pensioners?—Yes.

3555. How many do you know?—Five or six.

3556. Are they in any employment?—Some of them. I know one man who is not employed at all.

3557. Those who are employed, what are they engaged at?—Generally some sort of clerkship.

3558. Are those who are clerks living pretty comfortably?—I was not in a position to inquire into that.

3559. We all know from a man's appearance whether he is well fed and clothed, what his position and circumstances are generally. Are they comfortable?—Fairly.

3560. Are you aware what pensions those men are getting?—I am not.

3561. Have some of them been on pension for a considerable time?—Yes.

3562. Then if they were on pension a considerable time, that would be more than ten years?—No.

3563. Have they been on pension more than ten years?—I think not.

3564. After all, your experience practically of pensioners in the county Kerry is that one of them is doing nothing?—I am not acquainted with many of them.

3565. But that is your practical experience of the pensioners in the county of Kerry, that one out of the lot is unemployed?—Yes.

3566. Is he a single or a married man?—He is a married man.

3567. Has he a large family?—No family.

3568. Do you know whether it is from choice or necessity that he is unemployed?—I do not really know. What I have said is generally more from hearsay than experience. I am representing the men. It is their experience I am giving. I do not wish to fall back on my own.

3569. *Chairman.*—What is the next subject you wish to mention?—The men at the depot feel it is a great grievance to have to attend roll-call at 9 o'clock throughout the winter months. They want that the roll-call should be at 10 o'clock winter and summer. Men permanently attached to the depot force, like myself, are engaged up to 9 o'clock on duty, and we are practically denied any enjoyment or amusement whatever. The men also feel it is a great grievance not to be permitted to go in plain clothes when not required for duty.

3570. And that is particularly on account of the tone of the population at present?—Exactly.

3571. They desire they should be allowed to wear plain clothes?—Yes.

3572. *Mr. Harrel.*—Are you entitled at present to the same privilege of short leave that men in Scotland are, namely, four hours?—Yes, when off duty.

3573. Do you go on that leave in plain clothes or uniform?—In uniform.

3574. And you are obliged to go in uniform?—Certainly.

3575. Is it in reference to short leave the request is advanced with regard to plain clothes?—Yes.

3576. Do I understand you to suggest that when a man is not on duty, and wishes to go out of the depot at any time of his own choice, he should dress in plain clothes if he thinks right?—That is a permission that has been given to other police forces. In London it is so. In Dublin men are not permitted to go of their own good will. They send in an application asking permission, and that is considered merely an intimation that a man is going on leave; it is such a matter of course.

3577. It is generally granted?—Yes.

3578. Would your suggestion be that the permission to be absent for four hours, when not required on duty, should be a permission to be absent in plain clothes, and that perhaps greater facilities should be afforded in obtaining this permission?—That is a point for consideration. I would not go in for four hours' leave. I consider that a man does not want leave in plain clothes so often.

3579. *Chairman.*—What you desire is a general improvement in the facility of obtaining leave?—Yes. Besides, it could be applied more to the constabulary depot than in country stations.

3580. What is the next matter?—The next item I have is 2*l.* a-year for boots.

3581. How many pairs of boots do you buy in the depot, as a rule?—I buy three.

3582. What do you pay a pair for them?—I buy two pairs of boots for duty and a light pair. I am not asking any money for the light pair that I buy for my own use. I consider that I spend 2*l.* on the strong duty boots; two pairs at 1*l.* a pair, and the balance for repairs.

3583. What is the next demand?—4*l.* a-year for plain clothes.

3584. We have had evidence of the necessity of wearing plain clothes, and a greater necessity of the depot than elsewhere. How often do you think a man requires to get a suit at the depot?—One every year. It will cost me 4*l.* to supply myself with plain clothes during the year. That is the proper way to put it, because 4*l.* will not, properly speaking, supply a suit of plain clothes.

Sub-Constable
D. F. Griffiths.
8 Sept., 1922.

3535. But, taking one year with another, it would?—Yes.

3536. *Mr. Holmes.*—But do you not think, for the purposes of duty, apart from private wear, that one suit of clothes ought to last you for two years?—As a general rule, I think it would not do, because another objection in that way is that we have not room; our clothes get crushed up and destroyed in the regulations, and that goes far to injure their wear.

3537. May I ask, how often last year did you wear your plain clothes on duty?—I did not wear my plain clothes at all on duty.

3538. Supposing you were never called upon to wear your plain clothes on duty, do you think you ought to get an allowance for plain clothes which you simply make use of for private wear?—I think so, in a way.

3539. To some extent?—Yes. Fashions change, and if a man is required to go on duty three or four years after getting a suit of clothes they will not be fit.

3540. *Chairman.*—Take the case of a man who has seldom or never to wear them on duty, and who wears the clothes for his own pleasure, do you think it right these should be an allowance given to him?—I think so.

3541. On what grounds?—That you have always to keep a respectable suit of clothes in your box. There is a regulation on the point, and if you do not comply with it, you will have to purchase a suit of clothes.

3542. Pass to the next matter.—The next is the matter of unfavourable records.

3543. At what time do you think they ought to be removed?—After three years' good conduct.

3544. You would propose that they should have no effect on promotion after three years?—Yes, except in this case, where two men were candidates for promotion, and one had an unfavourable record and the other had not; being equally qualified, I would give the man who had not an unfavourable record precedence.

3545. What do you say of unfavourable records with regard to pension?—I would say the records ought not to affect a man's pension at all.

3546. Apart from the question of blotting out the record after three years?—Yes. The next subject is promotion. The men whom I represent feel there should be a uniform system of promotion throughout the force. They consider that the present system is unfair, and that the men are not treated uniformly at all.

3547. In what way do they propose this uniformity should be attained?—That a man should not be permitted to compete for promotion, or get it until he has been six or seven years in the service.

3548. *Mr. Harrell.*—That is, on any terms whatever?—Generally, they would suggest that the examination for the rank of acting constable should be made a little harder, and that in addition to the present programme, that the men seeking the rank should be asked to write a simple letter, or an essay, or a Report.

3549. *Chairman.*—That is for the purpose of testing a man's general intelligence?—Yes, and fitness to discharge the duties. They would also suggest that the examination for the rank of constable should be more distinct, so that a man put into the rank would have no difficulty in discharging the duties.

3550. *Mr. Harrell.*—At present a sub-constable is examined for promotion by the county inspector, having been previously examined by the sub-inspector. Would you continue that system, or to whom would you entrust the examination?—I believe that question does arise to men's mind generally.

3551. Is not an important one?—It is important, but there is no defined opinion on the point so far as I know.

3552. *Chairman.*—Pass to the next topic?—The option to be given to a man to go up for examination after seven years.

3553. *Mr. Harrell.*—If he failed you would give him another trial?—Certainly.

3554. After an interval of a couple of years?—Yes.

3555. What do you suggest with regard to promotion,

that it should continue to exist by custom, or become general in the force?—The opinion is that it should be general, so that men should not suffer from being placed in adverse circumstances.

3556. That is as to locality?—Exactly.

3557. But if there was a uniform principle adopted to regulate the system of promotion in all counties, it would be an advantage if the promotion was still confined by counties, so that when a vacancy occurred in a county it should be filled by a man in that county?—Yes.

3558. Is that suggested still?—I think so.

3559. If the promotion was general, a man might be promoted from being sub-constable in Kerry to be an acting constable in Austin?—I should leave the man in the county. The next subject is promotion from the ranks.

3560. *Chairman.*—You would have sub-inspectors promoted from the ranks?—Yes.

3561. And have promotion confined to men from the ranks and the area of officers?—Exactly.

3562. *Mr. Harrell.*—Is there a strong feeling among the men as to the sons of officers?—I have not heard it very strongly expressed.

3563. *Chairman.*—But if an exception is to be made in favour of any people outside the ranks it should be in their case?—Exactly.

3564. *Mr. Harrell.*—And that would be an advantage to the force?—It would, in a way.

3565. *Chairman.*—What is the next subject?—The next is that the sergeants at present supplied is not able to stand the wear.

3566. *Mr. Harrell.*—That is for two years?—Yes.

3567. *Chairman.*—You seek to get a new sergeants' cap every year?—Yes.

3568. What is the next subject?—The next is about the sergeants. The quality of the material supplied is not up to the standard. The present article seems to be designed more to reflect the public expense, and throw it over on the individual.

3569. *Mr. Harrell.*—The sergeants' jumper is inferior in quality?—Yes.

3570. What do you suggest?—I would suggest that the cloth be improved, to stand the same wear the tunic given.

3571. You would substitute tunic cloth?—Yes.

3572. *Chairman.*—What is the next subject?—That the married men not accommodated in barracks should receive an allowance of £1 a year.

3573. *Mr. Holmes.*—You do not take a personal interest in this, except prospectively?—Except that I come here to represent the men.

3574. *Mr. Harrell.*—You do not think the period of service should be shortened?—I do not; I have nothing to say on that.

3575. *Chairman.*—What is the next?—That every man's evidence should carry the same weight at a Court of Inquiry, every man in the ranks, including the rank of head constable.

3576. That due weight should be attached to the evidence of each witness, irrespective of rank?—Of each apparently truthful witness, irrespective of rank.

3577. But you do not say it is desired that the weight of testimony of three indifferent witnesses should be accepted against the weight of testimony of one thoroughly reliable witness—you do not think the evidence should be measured by the number of witnesses?—It apparently is.

3578. *Mr. Harrell.*—If apparently equal value?—Exactly.

3579. *Chairman.*—What is the next point?—That retirement should be compulsory at thirty years' service and optional at twenty-five. I have now to mention what concerns the reserve men at the depot. They wish to have a man of their own. This is a subject on which sixty men memorialised the Commandant two or three months ago without receiving a favourable reply. He refused what they requested.

3580. *Mr. Harrell.*—At present the reserve sub-constables and acting constables are in general men in the mess-room with the recruits?—Yes.

3630. They are supplied with that mess by the public, and so much a-day is dooped?—Exactly.

3631. I take it that the reserve men and the acting constables are desirous instead of supplementing that mess by articles obtained privately; they would prefer to have the mess altogether composed of better food at their own expense?—That is it exactly.

3632. Seeing that the recruits when they come there for the purpose of instruction and discipline are required to be mixed up with the more experienced members of the force, do you think it would not be prejudicial from that point of view to separate the reserve men into a separate mess?—I do not think so. We can have our dinner at 2 o'clock, and the recruits can dine at the ordinary hour, 3 o'clock. I would permit all the men not on duty to dine at 2 o'clock.

3633. Suppose this privilege were granted to reserve men and acting constables, might not the recruits say, "We are all sub-constables, although at a period of probation, and we think we ought to have just as good food as those other men, although reserve men of two or three years' service?"—I don't think so.

3634. Do you think from motives of economy they would be satisfied with the present arrangement?—I do. When I was a recruit there myself I felt no matter what inconvenience I should submit, as my time was not long there.

3635. In fact, what you feel there is that you would like to have better food?—Yes.

3636. Could this matter not be met if the food generally at the depot were better?—I do not believe that you could meet it in that way; because with our pay we are better able to purchase substantial messing than the recruits.

3637. Your proposition would be that just as the head constables and constables have a separate mess at one part of the building, the reserve men and acting constables should have a separate mess in another part?—Yes.

3638. You would not propose that the private mess should be in the barracks-rooms?—No.

3639. But in some particular respect?—Exactly. A man going from the depot in the morning on escort, perhaps to Dandalk, takes his breakfast and is out till 7 in the evening, and he has to pay for his mess during the day. That is a matter the men feel very much.

There is one particular point I wish to refer to on the subject of mess, namely, that provisions are imposed on the men that they never use—for instance, coffee. When a man has been a certain time in the service he has not the same appetite as at the beginning, and he is forced to purchase tea, sugar, and milk, instead of coffee. Besides, the dinner is very hearty, and sometimes not up to the mark. I am a Catholic, and the Catholics are provided with butter on Fridays, but it is of a description that does not come up to my taste, and I never use it. I have to purchase a dinner on Friday myself, while I get nothing except bread from the public, and I have to pay, though I do not use the mess dinner.

There are some men nine or ten years at the depot, and if they have to purchase such substitutes it will cost them any amount of money. There is another point also in connection with the mess. The contract system should be changed. It is managed at present by a board of officers who receive tenders for the meat and other provisions. The men feel that the system is giving general dissatisfaction. I would suggest that instead of that board there should be a committee, consisting of the Commandant as President, and head constable, constable, acting constable, and whatever term of the rank and file may be appointed to receive the tenders. I wish merely to say that the system provoking is giving general dissatisfaction, and I would not like to carry the matter further. I would also refer to the manner in which the committees judging of the provisions act. We consider that it often occurs that provisions brought into the depot both for the men and recruits are inferior in quality.

3640. You complain of the Board of Inspection?—Yes.

3641. That Board consists of two officers?—Two officers, the doctor and the orderly officer.

3642. Is not the head constable on that Board?—I do not think so.

3643. What suggestion would you make?—There are two men appointed from each company every morning, and their decision as to the fitness of the provisions for the men should be final; because officers cannot be considered to take the same interest in the provisions for the men as the men that are using them, nor can they be expected to know so much about them. In receiving tenders for meat, I would say evidence should be given as to the manner in which the outgoing contractor satisfied the men during his time.

3644. But if this were with the suggestion that a different committee should be appointed, these matters of detail, including the grounds upon which they would take or refuse a contract, would be settled by the committee?—Exactly.

3645. Chairman.—Is there anything else?—The next matter is passing in marching order every Monday at the depot. The reserve men on duty there feel that a great grievance. They consider it is a sort of reflection on themselves, and that there is no necessity for it at all, especially in the case of men on duty all the week, who never leave the barracks from Monday morning until Sunday. The company orderly is up to his eyes on duty all the week long till the middle of the day on Sunday, and he has to turn round then and prepare for marching order parade every Monday.

3646. Mr. Barrell.—Is it necessary that the men should, to meet the ceremonial requirements of the service, have a value to carry spare clothing going on duty?—A good substantial haversack would do as well.

3647. Could you carry a pair of boots and a pair of trousers in a haversack?—I could not.

3648. Do you think you could, with safety to your health, be absent on duty ten days without a second pair of boots and trousers?—I should rather have them. I do not object to the value.

3649. If you have a value as a regulation necessary, you must know how to pack it. Do you not think it necessary that, at some periods of time, it should be inspected?—It can be inspected without compelling a man to show it every Monday.

3650. But if a man does not pack it for months he becomes rather rusty in his knowledge as to where he should put things?—I do not think so.

3651. Chairman.—Pass to the next subject?—The next is the treatment of the members of the reserve force in the counties. A reserve man goes out to a county. He always inhales disturbance. He never enjoys the peace which may have been brought about by the good discharge of his own duty. When that peace is brought about he is transferred to the next disturbed county. He is always in a backward station, in a hat, a harp, or some long-drawn house.

3652. Being called upon to supplement the ordinary force in a disturbed district, he is always in the front as regards discomfort and severe duty?—Yes.

3653. State how that can be remedied?—It would be only proper to compensate him in some way for the amount of extra duty he performs and the inconvenience to which he is put. It would be very advisable if a reserve man, after serving three years in the reserve, got the option of being transferred to any county he wished.

3654. I am afraid you could not do that, because there might not be a vacancy in the county he might desire?—There are nearly always vacancies in counties.

3655. Say, any county in which a vacancy existed at the time?—Yes. I would also recommend that they should get extra pay, as they suffer in their prospects of promotion. When an officer is beginning to recognize their abilities in the counties, they are transferred from him.

3656. Mr. Holmes.—Is a reserve man in the reserve always?—Generally; I know men in the reserve six, nine, and twelve years. The authorities do not give the men facilities of transfer, and it is severe to have a man in the reserve always.

3657. Mr. Harrel.—But they would not put a man

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immediately on the reserve until he had twelve months' experience in a county?—Yes.

3658. *Chairman*.—What is the next matter?—I have to refer to the management of the eastern at the depot. It is not giving satisfaction.

3659. *Mr. Harrel*.—You take it there is a large fund to credit, and that it is not being spent on what the men think it might be spent upon?—That is one of the issues.

3660. *Chairman*.—What are the other causes of discontent?—That the same amount of profit should be made on every article sold in the eastern. That is not so at present. Some things are charged dear in proportion to the cost and others cheap. They want to economise in this way, that a pound of butter bought in town at 1s. 2d. is sold in the eastern for 1s.; and, in the case of drink, a pint of porter is bought for 1½d. and sold for 1d. There are constables who never drink at all, and those who do drink take away the money that is made, or get the benefit.

3661. *Mr. Harrel*.—Who manages the eastern?—A committee of officers.

3662. The Commandant is the President?—Yes.

3663. Are the non-commissioned officers represented on the committee?—Yes, they are supposed to be on the committee; but the representatives are constables. They never act, nor are they permitted to act.

3664. By whom are the articles supplied to the eastern; is it by a constabulary man or a civilian?—By a constabulary man.

3665. At what stated periods are the prices fixed and the arrangements made?—I think quarterly. There is a return every quarter.

3666. Does the eastern man enter into a fresh arrangement every quarter for the supply of certain articles at a certain rate?—I think it is monthly that is done.

3667. Can he charge what he likes?—I think the board has control.

3668. They must approve of it?—I think so.

3669. Could this matter be remedied by the Board of Control, if it was brought before them?—It could.

3670. Has this been brought before the Board of Control?—I do not think it has.

3671. Is it the idea of the men that every article sold there should be sold at a minimum profit?—Exactly.

3672. And that some of the articles should not be sold at less than they cost, while others are sold at a proportionately higher price?—That is the idea. With reference to the cavalry, they made a representation here and elected me, but I do not understand anything at all about their grievances, and I am not prepared to express any opinion.

3673. *Chairman*.—You are not the special representative of the mounted men?—No.

3674. Is there anything else?—There is a private matter about getting extra pay for men on duty at the Chief Secretary's and at St. James' Hospital. The application we made during the past two or three months is in the hands of the Inspector-General, and men have been serving there for five months.

3675. Is it pending?—It is. I believe the application was refused at first, but it has gone forward again. The justice of the claim rests on the ground of the duty performed. Men go on guard at the Chief Secretary's, knowing very well they would be entitled to extra pay in a county. But what the authorities go on is this, that our dinner is sent from the depot to the Chief Secretary's Lodge; but the dinner is, perhaps, in the can for a quarter of an hour before it is taken out, and then it is carried nearly a mile and a-half.

3676. *Mr. Harrel*.—Do you really take the dinner?—We do; but of course we must make it substantial.

3677. Do you supplement it?—Certainly. From the eastern we get porter, ham, coffee, bread, and everything before we go. You pay dearly for the dinner, and at the regulation price it is dear for what you get.

3678. *Chairman*.—Is there anything else?—I wish to refer to the band of the Royal Irish Constabulary. It is recruited at present from soldiers, and I consider it ought to be recruited from police.

3679. Do you think the police could be got young enough to learn?—I do think so; because, when our band was formed everywhere, it was recruited from the ordinary policemen.

[The Committee adjourned to next day.]

NINTH DAY.—6TH SEPTEMBER, 1882.

Present :

MR. R. O'SHAUGHNESSY, M.P., MR. R. W. A. HOLMES, and MR. D. HARRIS, R.M.

Head Constable RICHARD ALLEN, examined.

Head
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R. Allen.
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3680. *Chairman*.—You represent the non-commissioned officers of the County Longford?—I do.

3681. How long have you been stationed in Longford?—A year last April.

3682. How many men constitute the body that you represent?—There are two head constables, and I could not tell how many constables.

3683. Take the topics in the order you approve of yourself, and while you put forward your views at full length, there is little you need explain as to?—First, there is an increase of pay. The non-commissioned officers, if I may so call them, of the county requested

me to ask 1s. a-day extra pay. I am not putting forward my own views, but the views the men asked me to present.

3684. Have you any objection to state your views?—I think we should be put on an equality with any police force in the world as point of pay. We are inferior to none.

3685. State your reasons for the increase of 1s. a-day?—The men state that the present rate of pay is barely sufficient to get the necessities of life. They can just live on it without being in debt, and many of the married men cannot live on it.

3686. Are there many of the men you represent married men?—A great many; nearly all the constables.

3687. Are you married?—I am. My net pay is 4s. 6d. per day. It takes all my means to live and supply myself with the things I have to buy. I have some other little means; but I find the 4s. 6d. a-day barely supplies me with the actual necessities of life.

3688. Will you also tell me whether you are accommodated in barracks or not?—I am.

3689. Is it your experience that, before the late agitation, single men of prudent habits in quiet stations were able to save money?—They were.

3690. That is, before the late agitation?—At all times in the service, even when the pay was 3s. 6d.; that is twenty years ago, and they saved more money than they do at present. On the low scale of pay the necessities of life were had cheaper; for instance, when I joined the force I got beef at 3d. per lb., and it is now 10d.

3691. Is that what you pay now?—It is; 9d. and 10d. per lb., according to the quality you get.

3692. Have you anything else to say on the subject of pay?—I would like to mention that an acting sergeant in the Dublin Metropolitan Police has more pay than I have. My net pay is something like 81s. 13s. per annum.

3693. *Mr. Harvel*.—When you say net you mean after the deduction of the 1½ per cent?—Yes, for the Constabulary Force Fund. My rank would correspond to that of an acting inspector of the Metropolitan Police, and his pay is 2s. 6s. per week.

3694. *Chairman*.—We are going to make minute inquiry into the pay of the forces referred to by you and others, and due weight will be given to these considerations?—I would say that, by giving an increase of pay equal to that of other forces, it will have the important effect of stopping all agitation in the force, for it is detrimental to the force. If we are put on a lower scale of pay than other forces it may be the cause of further agitation. I am merely giving that as my own view.

3695. Is there anything else on the subject of pay?—About pay proper I have nothing further to say.

3696. Go on, please, to the next subject?—The next is, the men desire an equalisation of pensions for the men who joined subsequently to the 10th August, 1866, with those who joined before that date. That does not affect me, but I am representing the views of the force. My reason for asking this is that I know, as a general rule, pensioners at the present day will not be employed as they were heretofore. We have a pensioner in Longford named Kennedy, whose son was a back-sapper in a large establishment, and he was told he should leave it.

3697. Is Longford very much agitated?—Not at present, but it was.

3698. Do you think that feeling will continue?—I am afraid it will never die out. There was a pensioner whose daughter completed under the Intermediate Education Act and got a place. There was a school vacant, and she was a candidate for it. The Land League banded themselves together, and went to persons who had any influence to get it for a young woman who had not taken a place at the Intermediate Education examinations, but they failed in their efforts—the pensioner's daughter got the school. They then went round the neighbourhood where the school was situated, and told the people not to take her in as a boarder. The latter I give as rumour. After a man has spent thirty years in the public service is not the time to curtail him of the necessities of life. He wants maintenance in his old age, and by giving him the pension asked he will be able to live. As a general rule, heretofore, when men left the service there were little plans of land to be had where they used to settle down. They would be the last people in the world to get anything like that accommodation at present.

3699. Finish what you wish to say on the subject of pension?—I do not think there is anything more.

3700. *Mr. Roberts*.—You gave your own opinion, in

reply to the Chairman, that you personally would be satisfied if the police were put in the same position, as regards pay, as the other police forces of the United Kingdom?—Perfectly.

3701. You do not ask for 1s. a-day?—I do not.

3702. As you consider that you should be put in a position of equality with the police forces of the United Kingdom as regards pay, you would not press to be put in a better position than they are as regards pension?—That does not affect myself.

3703. Of course not; but I am asking you to look at it from the point of view of the men who joined after 1866?—I do not think the men of our force, if they were put on a par as regards pay with other police forces, could have grounds for asking a greater pension than other police forces.

3704. I am sure you and I are far too good Irishmen to believe that the present bad relations between the police and the people will last?—It is hard to say what Ireland will do in the future. I know the feeling of the people towards the police is very bad at present. I could tell you cases in my experience something terrible to think of.

3705. But better times are in store, and we hope will come very soon?—I hope so.

3706. Do you think, if a return of better relations between the police and the people did take place, the police might look forward to getting employment after they leave the force as usual?—If the pay is increased they will be in a position to save up an amount of money, so that they will be independent of everybody.

3707. But is not it a fact that, before the recent agitation, police pensioners found no difficulty in getting situations?—On the contrary, everybody was looking for them.

3708. *Mr. Harvel*.—You say is quoting the police forces with which you, on behalf of the Royal Irish Constabulary, wish to be placed on a par, that you compare yourselves only with the Dublin Metropolitan Police and the London Police?—That is all.

3709. There are both city forces?—Yes.

3710. And living under exceptional circumstances as regards expense?—Yes.

3711. For the purposes of comparison would you not also think it fair and reasonable that both the rural and city police of England and Scotland should be considered in coming to a conclusion as to the relative positions of English and Irish police?—I do not; for this reason, that I consider the rural police have more to contend with than any city force; they are more or less *pharmacies*; every man's hand is against them. That is not so in the city of Dublin, where special constables come to be sworn in when required. In my town you would not get half-a-dozen to-morrow.

3712. But is it your opinion that the rural police live under circumstances which necessitate as much expenditure and as much onerous duty as city police?—I would not say as constant duty.

3713. Have you ever served in a large town?—I have in the town of Carlow, where there is a population of 8,000.

3714. Have you ever served in a town where there is regular beat duty, such as Belfast and Cork?—There is regular beat duty there and in my own town at present up to 12 and 1 o'clock.

3715. How long is a man on beat in Longford?—On an average between six and eight hours a-day, exclusively of casual duties.

3716. Does he remain on it the entire time without leaving the street?—He does. There is hardly a town in Ireland, except a small village, that beat duty is not carried out systematically in at present.

3717. What time does a man go on beat duty?—Every other morning at 9 or half-past 9, and that man stops out till 2 o'clock, and very often he has to go out at 8 and remain out till 10 o'clock, according to the number of men. In a country town a man could not have his regular beat duties told off the same as in a large town.

3718. Then it comes round to this; that there is no regular beat duty?—There is regular beat duty.

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3719. You said there was not?—There is, if men are at home not employed on other duty. There are often twelve and thirteen men on vacation duty, and of course when they are on vacation duty they cannot be on boat duty.

3720. Then it is not essential for the preservation of peace and order in the town that there should be a regular number of men on boat duty in Longford every day?—It is. It is a regular standing order entered in the diary every day. But I have no experience of the duties of city police, never having served in a town like Cork or Belfast.

3721. Mr. Holmes.—You said that you could not compare the Royal Irish Constabulary with the rural forces in England and Scotland because the Royal Irish Constabulary were Irishmen in the eyes of the people. When you say that, are you not looking too much at the present state of affairs and forgetting the past and doubtful of the future?—I am doubtful of the future, but I am not forgetting the past.

3722. You were not Irishmen in the past?—No; quite the contrary.

3723. Chairman.—What is the next point?—Lodging allowance for married men not accommodated in barracks, which ought to be at the lowest calculation 8*l.* They are paying as high as 12*l.* in my district, and it is the greatest bone of contention in the service.

3724. Of course it must make living much more expensive than it is in your case when you save 10*l.* or 12*l.* a year by living in barracks?—I am sorry to say the accommodation in barracks is very limited as a general rule. I have only two rooms, which are not sufficient for a family.

3725. And you also suggest that an attempt should be made to provide proper accommodation?—Yes; proper accommodation in barracks. On the subject of lodgings there is another point. The regulation prescribes the distance from the barracks within which a man must reside as 440 yards (a quarter of an English mile). As a general rule, that would be in the centre of large towns, and a man is obliged to take a tenement lodging, whereas, if allowed to go to the suburbs, he might get a little cottage with a garden.

3726. Is there any limit to which you would wish to see it extended?—To the suburbs of a town. Wherever a policeman lives he will add to the peace of the locality.

3727. Mr. Harrel.—Within the precincts of the town, you would say?—The suburbs.

3728. Chairman.—Go to the next point?—An allowance for boots is the next.

3729. What allowance do you seek?—I can only speak for myself, and two pairs would not do in the year. I would say 5*l.* a year for boots and repairs.

3730. What is the next topic?—The next is extra pay, and the men wish the present rates to be made permanent.

3731. You think the present rates would be adequate?—I do for some of the ranks.

3732. Are there any occasions on which you think they would not be adequate?—I do not think the rate allowed to a head constable is sufficient to maintain the respectability due to his rank. Suppose a head constable is sent on detachment duty with fifty men, if he remained with them and carried out discipline in a straw lodge he would be made a butt of by the men.

3733. Mr. Harrel.—You think the fact of his remaining with the men in a straw lodge would tend to subvert discipline?—I do. Men would say a great deal in his absence. They will be more or less constrained always by the presence of the man in charge.

3734. Chairman.—What allowance should he get? He should get an allowance sufficient to enable him to step in a second-class hotel; say 7*l.* 6*d.* a night.

3735. That is 2*l.* 6*d.* over the present allowance?—Yes. According to the late Finance regulations there were certain allowances granted for eight and ten hours' absence. We want these made permanent also, and that they should be allowed for all duties involving a man's absence from his station. Suppose a man has to leave his station on any duty, and that he is eight or ten hours absent, he ought to get extra pay.

3736. Mr. Harrel.—The only duties at present excepted are patrolling and executing warrants, and I think there are also some others, by paragraph 2, section 563, the exceptions being inspection, patrol, warrant, despatch, blank firing, and attendance at petty sessions of the district.

3737. Then you say all duties?—It is immaterial to a man when he is eight or ten hours absent. If he is absent from his station he will have to get refreshments of some sort.

3738. Chairman.—Pass to the next subject?—The next is the nightly allowance. If a man does not commence the duty before 9 o'clock he does not get the nightly allowance unless he is twenty-four hours absent. Under the old Code, if the duty terminated before 9 o'clock a.m. he would get it. Provided a man is eight consecutive hours on duty during the night he ought to get the nightly allowance.

3739. Mr. Harrel.—You know that the large allowance given for a night's absence is an anticipation of a man being obliged to sleep away from his barracks and incur the expense of a bed?—Yes.

3740. Suppose a man went out at 12 o'clock mid-night on duty and was continuously on duty for eight hours, that would be covered by the eight hours' allowance?—That is true; but he has done night duty.

3741. This allowance is not to cover the wear and tear of duty, but what the man might be expected reasonably to expend?—I am aware of that.

3742. But it is only if his departure from barracks is after 9 o'clock he must be out for twenty-four hours?—Yes. That could be met by extending the time to 10 o'clock.

3743. Supposing the hour was extended a little; the twelve hours for which a man obtains night allowance must include the 12 hours between 9 o'clock p.m. and 9 o'clock a.m.?—Yes.

3744. Therefore some hardship might be entailed by a man being ordered from his barracks at 10 o'clock to go to a distant town for duty next morning, as if he came home before 10 o'clock the following night he would only get an allowance for twelve hours and eight hours' absence?—That is all.

3745. The instance would be very rare that a man would be ordered out of barracks for duty which would entail him sleeping at a distant place at night when ordered out of his barracks after 10 o'clock at night?—Very rare.

3746. Then would a modification to this extent suffice, that any twelve hours' absence, three of which were between 12 o'clock midnight and 9 o'clock in the morning, would entitle a man to the night's allowance?—It would be very good.

3747. Do you think it would meet the requirements of the service?—I think it would.

3748. Chairman.—Go to the next subject, please?—The next I have been asked to represent is the injustice of the select list to the constables of the service generally. In quiet countries, during the agitation for the last two or three years, constables have had an opportunity of studying and making themselves up for the select list.

3749. Mr. Harrel.—Would you propose a remedy?—I would propose, in the first place, the abolition of the select list. The select list was introduced to meet the vacancies caused by the special list in old times, the special list having become obsolete. The special list outlived every fourth vacancy to the rank of head constable, and the clerks' list another. I would say that their right to be a slight raising of the standard of examination for all. If the select list were abolished, it would shorten the service in the rank of constable.

3750. As a matter of fact, it is the men who are very often only a short time constables that succeed on the select list?—They must be two years in charge of a station, or three years in the rank of constable. I am not speaking against the select list. I have a great respect for any man of education, particularly in the service; but I do not see that men without experience improve greatly in their detective abilities.

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3751. Suppose the principle of the select list—but guarded from the state of things you complain of by a reasonable period of service being required of each man, who went up to compete—do you think that, modified to that extent, it would be well still to keep in the service a regulation which would admit of a man of very superior intelligence and ability shortening his service in the subordinate ranks by a year or two?—For the good of the service, I think it is right to have it. I do not think there is anything so detrimental to the service as an ignorant or illiterate man in the ranks.

3752. Supposing the present provision of the select list were made applicable also to the ranks, and that a man should not be permitted to compete until he was seven years a sub-constable, and that, furthermore, he should not be again permitted to compete until he had occupied the rank of constable, say five years?—I would not say that; because there are many men now in the service who have been made constables at four and five years' service; but a man should serve at least six years as a constable before he could compete for head constableness.

3753. But supposing a man was obliged to serve seven years as a sub-constable before competing for the select list—if the principle were extended to the ranks that at the expiration of the seven years' service any man could go up, independent of his seniority as compared with others of his rank in his county, to compete for the rank of constable, and if he were obliged to serve six years as constable before he could go up again, would not it be still well that he should get some means of advancing himself by superior intelligence?—I do; I think the man of superior intelligence should get distinction in the service.

3754. You would not go in for the total abolition of the select list if it were on these lines?—I would not. I would not like either that those who are candidates for the present or the next examination should be prejudiced.

3755. *Chairman.*—Pass to the next subject?—There should be a general system of promotion from the ranks. In many counties the county inspectors will not promote the senior sub-constables, and in others they will not promote the junior, while there is an interchange of county inspectors, both grades suffer.

3756. What remedy for that disparity would you suggest?—A list should be kept at head-quarters, and every man on reaching a certain service, say eight years, who was otherwise qualified or eligible for promotion, should get his promotion by seniority.

3757. *Mr. Harvel.*—That he should be examined and get promotion as the vacancies occur?—Yes. Let him be examined by the county inspector, who should give due weight to his good conduct and literary qualifications, and as a vacancy occurs let him get it; the list to be kept at head-quarters.

3758. Then you would not promote by counties as vacancies occur?—I do not think it is fair, as an interchange of county inspectors might upset the whole promotion list. I am speaking from experience, having been county inspector's clerk myself.

3759. A suggestion was made that sometimes it might be dear promotion to a man, say a sub-constable in Kerry, who, on obtaining promotion, was transferred to Antrim; because, if promotion was over the whole force, the vacancies would have to be filled by the senior men examined, irrespective of where he was transferred?—Under the scale of allowances his expenses would be covered. A man must go as head-constable to wherever the vacancy occurs, unless to a county with which he might be connected.

3760. *Chairman.*—What is the next subject?—The test is unfavourable records. Suppose a man has five unfavourable records, and he serves two years free of unfavourable records, I would wipe out two at the end of two years, and if during the next three years his conduct was good, I would cancel the whole of them. It is not fair either that, when a man is punished for unfavourable records during his service, that they should tell against his pension.

3761. Therefore, as regards pension, the unfavourable

records should have no effect?—They should have no effect whatever; but if you take away the unfavourable records altogether, the man who has good conduct all his service will feel aggrieved.

3762. What do you propose?—That he should get some remuneration as good-conduct pay.

3763. What do you propose as good-conduct pay?—It would be hard to say.

3764. You borrow this idea from the army?—Yes.

3765. *Mr. Holmes.*—After what period of service should it be awarded to a man?—Generally speaking, a man earns in his young days, and if he were encouraged in his young days it would prevent unfavourable records altogether. It is between two and five years' service that men generally err. Suppose a man gets some remuneration after two years, and then after four years again.

3766-7. Would you give it as a permanent addition to his pay?—No; as soon as he would be promoted I would wipe them all away.

3768. *Mr. Harvel.*—That would be establishing a sort of merit class?—It would.

3769. *Mr. Holmes.*—In the constabulary, of course, we may assume the majority of the men are well-behaved?—They are. The conduct of the men in late years is much more steady than it was formerly, for the young men of the present day have more sense than the older men had.

3770. *Mr. Harvel.*—You are aware the good-conduct badge of a soldier entitles him to 1d. a-day?—I am.

3771. Do you think the force generally would attach a great deal of importance to 1d. a-day?—They would not; they do not care much about 1d. a-day.

3772. *Chairman.*—Is there anything else?—There is. A senior sub-constable is held accountable for the acts of his junior. Every man should be held responsible for his own conduct. The Inspector-General lately has taken a lenient view of that regulation, but formerly it was not so. When a man joins the force to make his own living, he should be obliged to account only for his own conduct, unless he deliberately acts a man down.

3773. *Mr. Harvel.*—Or unless there is something in the conduct of the senior which shows he is responsible; there should be affirmative, instead of negative evidence?—Exactly. If he brings a man into a public-house, and partakes of drink himself, and they both get drunk, he must be liable. Discipline could not be maintained if he was not. The next matter affects myself, more or less. I have been nearly seven months in charge of a district, and during those seven months I have done my duty and the sub-inspector's duty. I suppose I have reported about twenty-five outrages, and visited the places where they occurred, and therefore travelled a greater number of miles than I would have otherwise had to do, besides having all the correspondence of a sub-inspector's office.

3774. *Chairman.*—What allowance would you seek for the extra duty discharged in the place of the sub-inspector?—I will tell you what it would cost the Government suppose they had the duty discharged by a sub-inspector. I would not like to strike the list, feeling I would be considered presumptuous; but you know yourselves what a man's service ought to be worth if he does double duty.

3775. *Mr. Harvel.*—There are some considerations, for instance, the sub-inspector has a clerk?—Yes; but the correspondence has greatly increased.

3776. And he works for you in the sub-inspector's absence?—Yes.

3777. But in old times there was to clerk, and the head constable had to do it all?—He had.

3778. And the existence of your rank is to meet such purposes?—I am aware of that; but I am aware also that if the sub-inspector does the work of a county inspector he gets an allowance of 4s. a-day; and if a county inspector does the work of an Assistant Inspector-General, he is also paid, after doing it, a certain number of days.

3779. When a sub-inspector gets 4s. a-day whilst

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Constable
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acting for a county inspector after thirty days, what do you propose a head constable should get?—A sub-inspector acting for a county inspector does not inspect the county.

3780. And you do not inspect the district?—No; but suppose there is a case under the Curfew Act, we attend petty sessions.

3781. Chairmen.—Is there any special sum you would suggest?—I would say 2s. a day.

3782. To begin after how many days?—I would have it made retrospective for the last six months; because it is not likely there will be much duty like this if the country settles down.

3783. You think the grievance deserves to be remedied retrospectively?—Yes, in many counties in Ireland.

3784. After how many days' service as sub-inspector?—After one month.

3785. Is there anything else?—No.

3786. You have seen a good many men coming to your district in the last couple of years?—I have.

3787. Are they as good as, or better than, or inferior to the class of men who came in before?—Physically speaking they are better.

3788. In point of intelligence what do you say?—In point of intelligence they are better, being better educated than the men of old times.

3789. And in point of discipline?—In point of discipline I could not say, because the discipline has been very much modified.

3790. Therefore it is not very easy to establish a comparison?—It is not.

3791. But, on the other hand, you said, a few moments ago, that lately the younger men are somewhat sturdier than formerly?—They are.

3792. And that applies to the young men coming in for the last two or three years?—For the last two or

three years you could not form an idea of a man until he came on duty with you.

3793. You have no reason to think they are ill-conducted?—No. They are better conducted than in old times. In my district I had not a report from my station except two for the last twelve months.

3794. Mr. Holmes.—You said the men coming into the force now are physically superior to the men who entered some years ago?—For the last two or three years they are.

3795. For the last two or three years they are physically and mentally superior to the men who entered some years ago?—For the last fifteen or twenty years.

3796. Then the present rates of pay are sufficiently good to attract good men?—You will get good men, but you will not keep them. They are very young men. They know nothing about the ways of living, coming to fresh from the country.

3797. That is your deliberate opinion, that, although men may enter the force, when they become aware of what the rates of pay are, they are not inclined to stay?—They are not inclined to stay.

3798. Chairman.—Is there anything else you would like to state?—There is another thing, that at least three-fourths of the promotions to the rank of sub-inspector should be from the service.

3799. Do you think that the service feel that petty strongly?—I know there is nothing would stimulate the men to work themselves up so much as promotion from the ranks.

3800. You think a partial regulation of that kind, not insisting on promotion to all the posts of sub-inspector, would be very gratifying to the men?—It would. I know there are good men in the service, and they are looking up; and if men could be got in the ranks to do the work, it is only fair they should be entitled.

Sub-Constable BENJAMIN BYRNE, examined.

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3801. Chairman.—You represent the sub-constables of Longford County?—Yes.

3802. How long have you been in the force?—Ten years the 8th last June.

3803. How long have you been stationed in Longford?—All my service.

3804. Therefore you know the men of your rank in the force very well?—Yes, I have a good knowledge of them.

3805. I suppose you will begin with pay?—The most important thing of all would be pension.

3806. On the subject of pension, you seek, like the others, that the men who entered since the 10th August, 1866, should be placed on an equality with those who entered before that date?—Yes.

3807. What are your grounds?—The men who joined since 1866 go through the same hardship and everything as the men who joined before, and after putting up thirty years in the service, they are as well entitled to the same scale of pension.

3808. As a rule, did the men who joined since 1866 know when they joined, or soon after, the rates of pension?—They did not. I was some time in the service before I knew the pension to which I was entitled.

3809. What is the next reason?—When a man goes out on pension, whatever chance he had on leaving the force before, or whatever kindness was shown towards him, there is none now. During his time in the service there is respect for the position he holds, but when he leaves the service he has lost it, and he suffers in consequence of being a policeman.

3810. That is to say, he is not viewed with sympathy by the people?—Yes.

3811. Was that so always before those troubles?—I believe it was.

3812. But not so much?—No.

3813. Do you not think, when the agitation subsided,

there still be a better feeling towards the force?—I do not believe there ever will.

3814. Has this state of things increased the difficulty of policemen getting employment?—It has, so much so that, while formerly a policeman's children could get many a situation, such as clerks or shopkeepers, now the shopkeepers might as well take down their sign-board as employ them.

3815. May I ask you whether you think that state of things will diminish as times come round?—I do not think it will.

3816. Has not it struck you that already, as agitation has subsided a little, the people view the police with less disfavour than they did?—They may be outward appearance, but I believe the feeling is hidden against them.

3817. Go on to the next reason?—The only other reason I would suggest why a policeman requires as good pay out of the force as in the force is because some men have a very large young family when they go out on pension, and therefore they require the same pay to keep them.

3818. Mr. Holmes.—As regards pension, you would hardly ask to be put in a better position than the English police forces?—I do not understand the English police scale.

3819. Supposing the English police scale was set as good as that before 1866, under which you want to be put, surely you would not ask, having joined since 1866, to be put in a better position than the English police force as regards pension?—I would not.

3820. You would be satisfied with equality?—I would.

3821. Mr. Harvel.—In comparing your position as to pension with those who joined before 1866, have you taken into account that, although the rates are lower in the case of the men who joined since 1866, yet the

series are not so severe; that is to say, that in the case of the men who joined since 1855, the rates are measured by annual increments from fifteen years forward, and they are absolutely entitled, without medical inspection, to take their pension at thirty years?—I was not aware of that.

3822. Whereas, on the other hand, the rates of the men who draw the large pensions do not proceed by annual increments, but by increments of five years, and even after a service of thirty years they cannot retire until they are examined and declared to be medically unfit?—But then there is a great difference in the amounts.

3823. But you have to recollect the terms?—Yes; we are paid for our service every year, but that makes very little difference so far as the man is concerned. A man who joined previous to 1855 goes out with his full pay at thirty years' service, but a sub-constable who joined since would not take much more than half of it.

3824. He would take the three-fifths?—It would not be much.

3825. I believe it is generally understood in the force that the latter years of a man's service are those which tell most severely on him?—It is.

3826. Suppose a man had the option of retiring at twenty-five years' service without medical examination, would it not be better for himself, and would he not be in a better position to add to his income afterwards, than if he was obliged to serve the thirty years; would he not be a freer and a better man?—He would.

3826^a. The last five years might tell more on him than the previous ten. And would not a relatively lower pension rate at twenty-five years be as valuable as a higher rate at thirty years' service?—There is no mistake it would. He would have the youth; the last five years would tell against him in the force.

3827. *Chairman*.—Go to the next subject, please?—The next is an increase of pay. They agree that is a duty would be a very fair increase of pay.

3828. Tell us the grounds generally on which your men rest their demand for an increase of pay?—On the grounds that provisions have risen in price greatly these latter years.

3829. From what year would you date this rise of provisions; do you think the price of provisions has risen since 1874?—I believe it has.

3830. What do you pay for beef?—6d. per lb. We make a contract with the butcher.

3831. Each barrack makes a contract?—Yes. It is not exactly a contract, but an arrangement by which they give it to them cheaper. Then they take into consideration the present state of the country, and a dealer will get articles cheaper than a policeman.

3832. Do you find that actually in your own district?—I know it for a positive fact. I am a married man, and I know that when parties are passing by the barracks I inquire the price of a cowl of turf and they ask 6s., but they go into the town of Longford, 5 miles of a journey, and give the same cowl for 4s.

3833. Is that the experience of the men in your district?—It is; and even if you went into a shop to buy an article, the price would be increased on a policeman more than on a civilian.

3834. Go to the next reason?—A policeman requires some money for his messing; for instance, he gets an order to proceed on duty, and it is necessary he should have a few shillings for his messing to enable him to go on duty.

3835. Are there not allowances to meet that?—Yes; but he does not get an allowance till the duty is performed.

3836. *Mr. Harrel*.—But in a case of going on detachment duty, is not the officer supplied with money for the expenditure?—Yes; but that is not done in all cases.

3837. But is not there a provision made for it?—There is; but it would not answer a policeman to start on duty 100 miles away without anything in his pocket to cover expenses. He has to take his hutchin and dinner.

3838. Surely he does not require, as an ordinary

person would, to take in his pocket all that he is likely to expend?—No; but sometimes he is.

3839. *Chairman*.—You are aware that an inquiry was held here in the early part of this year?—Yes.

3840. Are you aware that there was a great deal of evidence before that inquiry on the present rates of pay, showing that previous to the present agitation and in quiet places unmarried men were in many cases able to save some money?—They would be able to clear themselves before the agitation. They would be away from their station, of course.

3841. I am not talking of men going on duty; but in quiet times before the agitation, and under ordinary circumstances, unmarried men were able, after paying all their expenses, to save some money?—Certainly they were; a trifle.

3842. I take the case of one man, Simon Hickey, from Waterford, who said that before the agitation he had saved about 20*l*. Now, do you not think it possible that before the agitation men would be able to lay by money if they were not married and had not heavy expenses?—I never saw a policeman who saved money in the service but he wronged himself in some way.

3843. That is to say, he did not feed himself properly?—He did not.

3844. That is your deliberate opinion?—I know men in the service who saved money myself, but if they did they acted mostly towards themselves in the mean.

3845. That is your real experience, now?—It is, indeed. I know several men who saved money, but if they did they wronged themselves in doing it.

3846. *Mr. Holmes*.—As a matter of fact, did you yourself save money?—I did not.

3847. *Chairman*.—But you were saved enough to enable you to go on leave?—Certainly, I took my month's leave, and I had a few pounds when I got married.

3848. Do you wish to say anything else on the subject of pay?—Except that I have made a calculation on the married man's lines, and I say 2*l*. 10*s*. for my messing, and 1*l*. 15*s*. for my wife's; I have one child, and for that I have calculated 12*s*.; while I pay 12*s*. 6*d*. a-month rent.

3849. Then you are not accommodated in barracks?—I am not.

3850. *Mr. Holmes*.—How many rooms have you?—Four rooms, a very large house.

3851. That is the whole house?—It is.

3852. *Mr. Harrel*.—You have it cheap?—Very cheap. I know a man in the town of Longford paying 15*l*. a-year.

3853. *Chairman*.—I make out that the entire you have mentioned there is 5*l*. 12*s*. 6*d*. a-month?—Yes. Of course when a man has small pay he must live within bounds. My pay is 57*l*. 4*s*.

3854. Therefore, without asking any questions of a personal kind, we may assume you have some private means?—I have.

3855. Is there anything further on the subject of pay?—No.

3856. Go to the next subject you would like to speak about?—Lodging allowances for married men not accommodated in barracks.

3857. You have just told us the rent paid in one case is 15*l*. a-year?—Yes.

3858. What do you think, on the round, would be a fair lodging allowance for a married man?—Some would be paying 15*l*. and some 3*l*., but to strike a fair average, I think between 3*l*. and 10*l*. would be fair.

3859. And that that would go a great way to meet the want of lodging allowance?—Certainly.

3860. Have you ever heard it said whether they would prefer lodging allowance or decent accommodation in barracks?—The suggestion was thrown out that houses should be built to the barracks, according to the strength of the station, that would admit of two married men, and they would just as soon have that as the lodging allowance.

3861. You are aware the men are allowed to marry under ordinary circumstances at seven years' service?—Yes, seven years in a county.

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R. Ryan.
—
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Sub-Constable
H. Byrne.
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3862. But you do not think, as a general rule, it would be a wise thing for every policeman to marry at seven years, and you would not be for encouraging it?—No.

3863. But I am asking you as a man of sense and experience?—I consider the service entailing a man to marry should be shewn. There is no man so sure as a married man, because he has made a home in the service by his marriage, and he intends to live in the service.

3864. Then you would allow men to marry earlier?—I would.

3865. *Mr. Hobson*.—And you would give the allowance to every man that was married?—I would.

3866. *Chairman*.—Do you not think, if your views were carried out and the term of service, made five years, that that would be throwing a great encouragement in the way of marriage?—It would, there is no mistake.

3867. Do you not think, if men were given a lodging allowance at ten years' service, that that would remedy to a very large extent the grievances, and would also have the effect, perhaps, of inducing some men to wait until they had about ten years' service? I am not asking you do you approve of that, but do you not think that that would go a great way to remedy the grievances?—I believe it would.

3868. And do you not also think it would have the effect of making men a little cautious about marriage?—It would. There is no mistake about it. There is a young man in the barrack where I am stationed who has very little over six months' service, and when I have paid for fuel and my rent he has more to support himself than I have to support my family. I pay, as a general rule, 16s. a-month for rent (in the summer season it is less), and 12s. 6d. for lodgings, without talking of anything towards the support of my family.

3869. *Mr. Hobson*.—Do you think the men would be satisfied with their present rates of pay if upon being married they got a lodging allowance?—It would not satisfy the force in general. There are many men would be years before getting the benefit of that lodging allowance.

3870. *Chairman*.—Do you wish to add anything else on that subject?—No.

3871. Pass to the next thing you wish to speak about?—Unfavourable records.

3872. You would wish to have them expunged after a certain period?—I would after a certain number of years; for instance, if a man had five, taking that as a maximum number, I would, after two years' good conduct, wipe out two, and after the next three years' good conduct wipe out the whole five.

3873. That his promotion might not be further hindered by them?—Yes; and for the purpose of not having them interfere with his pension.

3874. You mean that the unfavourable records should have to effect on pension?—Yes. What I mean by cancelling them after two and three years is that the man after that period of good conduct should be clear, but yet I would say that the well-conducted man should have the benefit of being well-conducted so far as promotion went.

3875. *Mr. Harvel*.—When it came to equality?—Yes. The next thing is promotion in the service. I consider there should be a uniform system of promotion throughout Ireland.

3876. *Chairman*.—How do you propose to effect that?—That after a certain number of years, if a man has been found eligible for promotion, according to his qualifications and character, he should be promoted.

3877. And it should not depend on the custom of his county?—Certainly not.

[*Mr. Holmes left the room on official business.*]

3878. *Mr. Harvel*.—Is it your idea that the present system should be pursued—the preliminary by the sub-inspector, and the final examination by the county inspector?—I approve of that; but the officers should not have so much private influence.

3879. There should not be so much discretion, but

the system should be on regular lines, having regard to seniority?—Yes, and qualifications.

3880. That means character and ability?—Yes; but there are some county inspectors who will not promote any but a young man, while others will only promote old men. Thus, in a change of county inspectors, a man who had been waiting may be passed over as too old. I am on the county inspector's list for promotion four years next December, and even that was rejected at the examination I passed have got promotion since.

3881. *Chairman*.—Is there anything else on that subject?—The men, as a general rule, are for the abolition of the select list. They say promotion should go more with the senior men, as the working men of the station.

3882. They find that men who devote themselves to study have the better chance?—They do. There would not be a Circular that men of that kind would not turn round to get off.

3883. For the purpose of learning it?—Yes. It was mentioned that promotion to the position of sub-inspector should be in all cases from the ranks. Every other police force is offered from the ranks, and the Royal Irish Constabulary should be the same.

3884. Suppose a considerable advance were made on the present system, and instead of having one-fourth, you had one-half or three-fourths, that would be a considerable step?—It would. For my own part, I would say about one-half; but the value of the county would have all from the ranks.

3885. *Mr. Harvel*.—Why is that your personal opinion?—By promotion from the ranks altogether there would not be the same respect for the position of sub-inspector as at the present time.

3886. *Chairman*.—What is the next subject?—Boots money.

3887. How many pairs do you find it necessary to buy in the year?—About three pairs in the year.

3888. Like many others, two strong pairs and one light pair?—Yes.

3889. What do boots and repairs cost you in the year?—You will not get a good pair of light boots for less than about 17s.

3890. And the strong pairs?—About 12s. 16s. or 15s. a pair.

3891. That is about two guineas?—About that.

3892. What do you put down for repairs?—About 24s. or 25s. a-month.

3893. About 35s. altogether?—Yes.

3894. What is the next thing?—That the present extra pay should be made permanent; and that eight consecutive hours' absence, to terminate at 8 in the morning, should count for a night's allowance.

3895. *Mr. Harvel*.—The present regulation requires that to draw a night allowance for twelve hours, six of the twelve hours must be composed of the hours between 9 p.m. and 3 a.m.?—Yes.

3896. It might work hardly on a man in certain circumstances where he left his station at 10 o'clock at night and drove to a place where he had to get up all night for duty in the morning, if he returned any time before 10 o'clock next night he would not get a night allowance under the present rules?—He would not; but if he returned after 10 o'clock next night he would be entitled to it.

3897. If he is twenty-four hours absent he gets the allowance, no matter what time he goes or comes?—Yes.

3898. Suppose that the present regulation for night allowance were modified, and to read in this way: that a man absent during any twelve hours, three of which were between the hours of 12 midnight and 3 a.m., do you think it would fairly meet the case of night absence?—I think it would; I think it would be very fair.

3899. *Chairman*.—Pass to the next topic, please?—That a man be allowed to retire at thirty years' service without having to come to Dublin or leave his county at all; and that it would be optional with him to retire at twenty-five years' service, getting the benefit of his pension. I think that both these things would tend to

increase the flow of promotion and stimulate the men, and would also give them a fairer chance than now of earning something on leaving the service. They might get a position at twenty-five years' service they would not be able to fill at thirty.

3903. What is the next?—Another very important thing is what a senior sub-constable is held responsible for a junior.

3904. You think that leads to many being punished for acts over which they had no control?—I do. I was never having that chance myself. It is impossible for a man always to keep his comrades in view where he gets among a number of men. That was my case. My comrade got a bottle of whiskey, and, but for the constable of the station knowing I did not give the man permission and that I was not a party to it, I would have been punished, perhaps more severely than the man who was guilty.

3905. Then the present rule is not carried out strictly now?—I believe not.

3906. But you are always liable to its being carried out?—I see nothing to prevent it.

3907. And you want a fair regulation to save you from the responsibility?—Yes.

3908. Mr. Harrel.—Perhaps it would be met in this way: that the evidence in charges of this sort should be affirmative, proving neglect or culpability on the part of the senior man, instead of, as now, the mere fact of the thing occurring being received as negative evidence of his culpability or neglect?—I would hold every man responsible for his own acts.

3909. If it were proved—and that is what I mean, affirmatively—that you, in charge of a man, went into a public-house with him, and that, because you had the better head of the two, the drink you took had no effect on you, while he got drunk, would you hold both junior and senior responsible here?—I would not. It would be a strange thing if a policeman could not take refreshments as well as any other man. It is generally in a public-house a policeman will get refreshments, if he wants to eat cheese or anything else. Then, if I take

in a man who is junior to me and take half a glass of whiskey or a glass of whiskey, or a pint of porter, it is unbecoming of me to turn round and say to him, "Now you have drunk enough. You should not take any more." Every man should know what to take, how much drink he is able to bear, and when to stop. There are men going, unfortunately, who would get drunk just to have another man punished.

3910. Chairman.—The next subject, please?—I would have the limit within which a married man could lodge extended beyond the 440 yards. It is many a time the case that a man cannot get suitable accommodation inside the limits.

3911. And when the people know, as they do, that a constable is bound to live within a certain limit, it gives them an opportunity of making the rent?—No doubt. They know as much of the rules as a policeman himself. I was charged in *Roscoe* 6s. 6d. for my bed, and breakfast. Another thing I wish to bring under notice is with regard to married men sleeping out of barracks. At present only one out of five can sleep out of barracks. No matter how many married men there are, it should be arranged that every married man could sleep with his family. Every second or third night one married man will be on guard and the other out on duty.

3912. Mr. Harrel.—Is that in practice found to often occur as a hardship?—Certainly it is a hardship.

3913. You are aware of the reason of the restriction?—The meaning I take out of it is that it is for the protection of the barracks.

3914. In which all the arms are?—Certainly. If every married man slept out of barracks it would be the same in the end; for instance, if there were five men in a station, and two were married, every third night one of them would be on guard while the other was in his lodgings.

3915. You think practically, if that contingency were provided for by the detail of duty, the result would be that a larger proportion of married men could sleep out and have the same number always in barracks?—Certainly.

Head Constable JAMES BALLANTINE, examined.

3916. Chairman.—Where are you stationed, head constable?—I have been stationed at Drumaleake, County Leitrim, for two years and two months.

3917. How long have you been in the force?—Fifteen years. I represent the non-commissioned officers of the County Leitrim.

3918. Which subject do you wish to approach first?—The first is pay.

3919. What increase of pay do you seek?—We consider we should be put on the same scale as the Dublin metropolitan police.

[Mr. Holmes returned.]

3920. Mr. Harrel.—State your reasons why you think the men of the force should be placed on the same footing with the Dublin metropolitan police as regards pay?—In the first place, our duties are not less severe. In the next, they are a great deal more objectionable, for we perform many duties that the Dublin police do not. Again, the cost of living is not less in the country than in Dublin, on the contrary, I think it is more, because a great many of the police at stations in the County Leitrim, get their supplies from Dublin. We are at least of equal standing, in point of education and in every other respect, with the Dublin police. These are all the reasons I have to give.

3921. Of course the duties of the rural police in the West of Ireland latterly have been exceptionally severe?—Very true.

3922. But you surely do not anticipate that they will always continue so?—We hope not.

[1502]

3923. As a matter of experience, I believe that they have not been so severe within the last few months as they were some time previously?—There is no difference in the matter of patrolling and the duties about the station, but there is a great cessation as regards avocation duty.

3924. And also the protection of bailiffs and process servers?—Yes.

3925. Those harassing duties by which men were assembled in very large numbers have been discontinued?—Yes.

3926. Could you say to what extent a man would be employed daily on the normal duties of the police in the County Leitrim before the recent agitation?—The average I should say was about seven or eight hours a day.

3927. Would that be continuous and responsible duty?—Both duty and patrolling.

3928. A man would not be seven or eight hours on without cessation if it was beat duty and patrolling?—No; but at different intervals during the twenty-four hours; sometimes it would be a good deal more and sometimes less, but I would strike that as an average.

3929. Are you aware that in addition to his attendance for the purposes of prosecution at the police-courts and also for the purpose of parade, the Dublin metropolitan policeman performs duty to the extent of eight consecutive hours on the street, responsible for everything within the police district of the city?—Yes.

3930. And during that time that he is held responsible individually for not only the preservation of the

Q 2

Head-Constable
R. Byrne.
—
6 Sept., 1882.

Head
Constable
J. Ballantine.
—
6 Sept., 1882.

Head
Constable
J. Bullock.
—
4 Sept. 1882.

peace but for the carrying out of all the bye-laws and so on?—Yes.

3398. Would you not view that as being a position of responsibility?—Of course it is.

3399. I take it you never served in a large town yourself?—No. Mallow was the largest town I served in.

3400. That is a country town, of course?—It is.

3401. Are you not aware that, particularly in the lower quarters of the town, the handling of city roughs is a very objectionable species of duty, and, as a matter of fact, in large towns do not the roughs in a practical sense show their opposition to the police?—Yes.

3402. And they offend against them in country places?—They do, indeed.

3403. As to the cost of living, you say you get many of your supplies from Dublin. Are not those supplies too and things of that sort?—Yes.

3404. You do not get your meat, or bread and butter, or eggs?—We do not.

3405. Have you lived in Dublin lately?—I have not.

3406. From what date do you say the cost of living is lower in Dublin than in Limerick?—I never said it is lower.

3407. But I think you said the cost of living?—In some articles.

3408. Tea and sugar, and things of that kind?—Yes; and even other things, judging from the reports of the markets in the papers.

3409. What do you pay for meat?—10d. per lb.

3410. Is Dromedary?—No. We get our supplies from Sligo. I get 2 at 10d., and the men at 6d. They get the worst and I myself take whatever is sent. Butter is 11d. per lb.

3411. Do you know that it is 1s. 6d. per lb. in Dublin?—No. By a great compass I can get potatoes at 7d. per stone. If I sent to Sligo I might get them at 6d., but I would have to pay the carriage.

3412. Mr. Holmes.—An ordinary quiet town you would not think of comparing the duties of the rural police in Ireland with those of the Dublin metropolitan police?—They would not be quite as severe, but they are called upon to perform a great many objectionable things.

3413. That is new?—At all times they have. Perhaps I am wrong in saying "objectionable," because anything a policeman is told to do should not be objectionable.

3414. Mr. Harvel.—Well, rather unpleasant?—The most unpleasant duty is the attending at inquests.

3415. Mr. Holmes.—But in ordinary quiet times, when you joined the force, is not it your experience that a policeman's life, taking one day with another, was a very happy quiet life?—It was a very weary life.

3416. Mr. Harvel.—Did that arise to a great extent from its monotony, and their having little actual work and a good deal of regulation?—It did, indeed.

3417. Chairman.—Is there anything the you wish to say on the subject of pay?—No.

3418. Then then to what you consider the next important subject?—The next is pensions.

3419. You joined before 1866?—I did not; I joined after 1866.

3420. Therefore you are one of the men interested in this question?—Yes.

3421. I suppose you, like them, seek that the pensions of the men who joined since 1866 should be raised to a line with the old pensions?—No. For my own part, I do not seek quite so much; I would be content with something less.

3422. Is there any definite line at which you would be content, or do you say generally you would be content?—I mean for my own part, but I am bound to represent that the parties who sent me would require to be put on a par with the men who joined before 1866.

3423. Tell us what the arguments are on which they rely?—The only argument is that they are as well entitled to it as the others.

3424. Do you wish to say more on the subject of your own idea?—I would be content with a reasonable

proportion; I know that all other civil servants are bound to take a proportion, and that they do not get full pay.

3425. Suppose you saw that you were put on an equality with the men of other forces in this matter of pension by raising it to the same level, that would be an improvement?—It would, indeed, and I should reasonably be content with it.

3426. In addition to that, are you aware that some of the men here have sought for compulsory retirement at thirty years' service?—I am.

3427. And that they seek optional retirement at twenty-five years' service?—I am.

3428. Do you go in for these two things?—I do not.

3429. Suppose the individual views you held on the subject of pension were carried out, and, in addition to that, that men were allowed to retire after twenty-five years' service to enable them to get out stronger and younger, and give them a chance of adding by employment to their income, do you not think that too would go to improving their position?—It would improve it materially.

3430. And without saying that such improvements would at all meet the demands you are sent here to make, do you not think they would go a long way to satisfy the feelings of many of the men?—I am sure of it; because I have known of many men trying to get out at twenty-five years' service when they saw a chance of getting a situation.

3431. Mr. Holmes.—I gather from what you said that you do not think you ought to be put in a better position than the London police force as regards pension?—I do not think we could expect it.

3432. Chairman.—Is there anything else on the subject of pensions?—No. But with regard to retirement the opinion of the men of my county is that at thirty years' service it should be optional for any member of the force to retire if he liked, in fact, that he should retire at that service.

3433. Mr. Harvel.—Is that compulsory retirement at thirty years' service?—Yes, except in the case of a head constable or constable that had not full time in his rank, he should be allowed to remain until he would have put in the full time; but in other cases he should be compelled to retire.

3434. Chairman.—Now go to the next subject you wish to speak on?—The next is promotion.

3435. What are the views of your men about that?—They think that a change in the present system is necessary.

3436. What change do they desire?—That it should be made more certain for deserving men.

3437. What is the cause of the uncertainty of the present system?—We observe that in some counties men are promoted at three and four years' service, while in others they are not promoted until they have fourteen or fifteen years' service. We must say this, that it largely depends on the favour of the county inspector and the sub-inspector.

3438. How do you propose to remedy that?—By the adoption of a rule, that should not be departed from, that no man should be promoted, except in very special cases, until he would have at least seven years' service, and that a certain standard of examination should be fixed.

3439. By whom would you have the examination conducted?—That is a thing that was not defined for me. In this examination, literary qualifications alone should not be taken into account, but good conduct and length of service.

3440. Mr. Harvel.—Would you still suggest that the vacancies in counties should be filled by the men of those counties, or that the vacancies should be filled from the whole force?—If I gave any opinion on that, it should be my own opinion.

3441. What is your opinion?—My opinion is that the present system is as good as any that could be adopted.

3442. You think that the other would be unworthy?—Yes.

3978. For the examination, you say you would place a limit as to the seniority of the men?—Yes. That is not my own personal view, but the view of the men. I would go in for something different.

3974. They think that a sub-constable should attain to seven or eight years' service before being examined for promotion?—Yes.

3975. The establishment of a standard is a simple matter; but how would you propose to examine?—If the principle of the select list were extended to the lower ranks, but at the same time giving due weight to length of service and good conduct.

3976. Suppose you extended the principle of the select list, what sort of means would you take to satisfy as to the literary qualifications and the knowledge of police duties which would be necessary?—The examination should be conducted by a Board of Officers who would be independent of the county. At the same time, fair play might be just as certain if the officers of the county conducted the examination. But then there would be more confidence if independent examiners were appointed.

3977. Do you mean independent examiners consisting of officers from other counties, or examiners appointed for the purpose?—Examiners appointed for the purpose.

3978. To hold periodical examinations, annually or twice a year?—Once a year, I should say.

3979. At the head-quarters of each county?—Yes.

3980. By persons competent to examine, not only in literary subjects but well versed in police duties?—Yes.

3981. And you think that would secure a uniform standard as regards the knowledge expected from the men?—I think it would. And another thing, when a policeman would be examined according to that rule, and his place ascertained on the promotion list, he should remain there until his turn of promotion came, unless he forfeited the position. I would like to mention, with regard to promotion to the rank of head constable, that every constable of at least five years' service ought to be entitled to examination for promotion.

3982. That is, to qualify and wait for his vacancy?—Yes; and the same rule should hold good, as I have mentioned, with regard to the promotion of sub-constables, that when placed on a promotion list they should not be disturbed therefrom.

3983. Chairman.—Have you anything to say with regard to promotion from the ranks to the higher grades of the service?—We think that a greater proportion of the appointments to sub-inspector should be given to head constables.

3984. What proposition do your men suggest should be given?—One half, at least; and that, when a head constable is placed on the list, his promotion should only be given by seniority; that as it comes to each man's turn he should get a chance, and if he is deemed ineligible the reasons should be openly stated in order that he should have an opportunity of speaking to those reasons, and that the Inspector-General should decide.

3985. Mr. Harrel.—That is to say, whether the reasons be age, previous character, general efficiency, or anything else, he ought to have an opportunity of knowing what such were the reasons, and of being able to speak to those reasons before the Inspector-General?—Exactly. If passed over he should know the reason why.

3986. Chairman.—Pass to the next subject, please?—The next is unfavourable records.

3987. You ask that the unfavourable records should be removed?—That after three years' good conduct they should be removed.

3988. Do you wish to say anything further on that point or as to the effect of records on pensions?—If they were wiped away after three years' good conduct, it would take away their unfair effect on pensions. I have nothing more to add about that.

3989. What is the next subject?—Punishment. It is considered that the fines, especially for intoxication, are excessive.

3990. Mr. Harrel.—A policeman is a man who is expected to be an example of steadiness to the com-

munity generally, and it is considered in the service that any man may by accident or some unhappy circumstance become drunk once or twice, but that any man of generally unsteady or intemperate habits is wholly unfit for the service?—That is considered so.

3991. You would be sorry, as a policeman, if any other view were taken on that subject?—I would, indeed.

3992. And you believe such to be the general opinion of the force?—Yes.

3993. I believe the fine usually imposed for the first offence of drunkenness does not exceed 10s.?—It does not.

3994. And it is only a second or subsequent offence that is visited with a much more severe penalty?—Yes.

3995. Having regard to the respectability of your position, and the desirableness in your mind and that of the force generally that the men should be an example as regards temperate habits, do you still personally adhere to the opinion that the fines imposed are too heavy?—I am only giving the opinion of the men that I represent; and I have not the knowledge that I formerly had of the extent of fines, because, fortunately, in the districts where I am there was only one fine for drunkenness, and that a late one. I think, however, that the fines are not so heavy now as they used to be.

3996. And, upon the whole, you do not urge this as a matter of great importance?—I do not, indeed.

3997. Chairman.—What is the next subject?—The next is with regard to lodging allowances for married men not accommodated in barracks.

3998. Have the men considered whether they would prefer to have arrangements made for lodging them in barracks?—No, because it was thought impracticable.

3999. Of course, it could only be done by building additions?—By building additions; and the barracks are generally the property of private persons, and if they built additions it would be at an increased rent, so that, on the whole, it would be more economical to give a lodging allowance, say from 8s. to 10s.

[Mr. Holmes left on official business.]

4000. Mr. Holmes.—Your answers have been so reasonable that I would like to ask whether, in your opinion, the concession of a lodging allowance to married men, within certain limits, would not go a long way to remove the existing discontent on the question of pay?—Of course it would materially improve their position, but still it would not stop the agitation nor allay the discontent. Of course, there is a great number of single men to be taken into account.

4001. Chairman.—What is the next point?—The opinion is that there should be an annual allowance made for boots.

4002. What sum per year would be a fair allowance for boots?—I think 8s. a year.

4003. Would that cover the cost of repairs also?—I am sure it would in the place where I am stationed.

4004. Is there any other matter you would like to mention?—With regard to extra pay for night allowance there should be a modification of the time.

4005. What modification do you suggest?—That nine or ten hours ought to be sufficient.

4006. Mr. Harrel.—At the present time it is necessary to be absent twelve hours, six of which would be included between 3 at night and 3 o'clock in the morning?—Yes.

4007. Supposing that rule were modified by which an absence of twelve hours were obligatory, but only three of which should be between 12 midnight and 3 in the morning, would that be satisfactory?—In some cases, of course, that would be very satisfactory; but in cases where men could not go on duty before 3 o'clock, and then would have to remain twelve hours or more before they could get the nightly allowance, the rule you speak of would not answer.

4008. Is the circumstance of frequent occurrence where a man would go on duty at 3 o'clock at night and return before the expiration of twelve hours, in which he would be required to incur the expense that

Head
Constable
J. Holmes.
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Head
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J. Sullivan.
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his rightly pay is supposed to agree; that is to say, of supper, bed, and breakfast?—It is not.

4016. Then would not the occasional hardships of the present rule be, in all intents and purposes, removed if, instead of the six hours being necessary in the twelve hours between 9 and 3 o'clock, the three hours between 12 and 3 o'clock were included?—It would be very satisfactory.

Sub-Constable ALEXANDER DUNLOP, examined.

Sub-Constable
A. Dunlop.
Sept. 1882.

4013. Chairman.—You are stationed in the County Leitrim?—Yes, at Drumahaire, in the Drumahaire district.

4014. How long have you been stationed in Leitrim?—For four years and a-half.

4015. How long have you been in the force?—Fifteen years and two months.

4016. Are you one of the men who joined since the 10th August, 1866?—Yes.

4017. Take the subjects in the order of what you consider their importance, and give us your views upon them. What is the first subject?—Increase of pay. A number of the men would wish to get 1s. a-day, while the majority of them would be inclined to take, if they could get it, the scale of pay at present given to the Dublin metropolitan police, as they consider they perform their duties as faithfully as the police, while the duties are more disagreeable, and very often more dangerous.

4018. The dangerous and disagreeable duties have undoubtedly been greater during the last two or three years than they were before?—Certainly.

4019. Do you not think, on that subject, that if peace and quietness came back they will cease to be quite as dangerous as at this moment?—If the present agitation, which has been for the last two or three years in existence, was past without any other thing of the like turning up, the duty of the constabulary would be less disagreeable and less dangerous.

4020. Go on, please, to the next matter which you wish to speak of.—Take the case of a married man living out of barracks. He has a wife and four children, we will say, and he has over fourteen years' service. His house-rent would be, at the lowest calculation, 10s. a-month, and fuel and light 10s. a-month. Then clothing, boots, and other necessities for his wife and four children would be about 11s. a-month; bedding, 8s. a-month; and other household necessaries. For his own boots and their repair the cost would be about 6s. a-month, or 34 12s. a-year; for shirts and socks nearly 3s. per month; and a suit of clothes every two years would be about 51s. or, say, 4s. 4d. a-month. That would amount to about 31s. 4d. per month. When that is deducted from 41s. it will leave a balance of 11 10s. 8d., or 6s. 5d. per head per month, or nearly 24d. a-day for the support of each—himself, his wife, and four children.

4021. While you are on that subject, and without wishing to anticipate what you may have to say as to allowance for lodgings for married men, if such an allowance were given it would go to increase very much that alleged amount of 24d. per day?—It would.

4022. That being the case of a married man with four children, of course a sub-constable unmarried would be in a much better position than his?—Much better.

4023. Do you think that, in past years, when things were quiet, the unmarried constables who lived with moderate care, doing themselves justice, were able to save a little?—Some time ago they were able to save a little, but at the present time very little.

4024. To what cause do you attribute the difficulty of saving now more than in past times?—The people charge more to a policeman almost for anything he would want than to any person in civil life.

4025. And that sets up what he could save?—Yes.

4010. Chairman.—What is the next subject?—I have nothing else to say.

4011-12. Tell us what you think of the class of men that have been lately coming into the force?—While the last three or four years I have a pretty fair knowledge of recruits, as I have been county inspector's clerk, and I think the class of persons is the same, while their education is better.

4026. Now go on your own track again. Is there anything else you would like to say about pay?—I do not know of anything else.

4027. Pass, then, to the next topic?—Pension would be the next.

4028. Is your demand this: to have the pensions of the men who entered since the 10th August, 1866, put on an equality with the pensions of those who entered before 1866?—Yes.

4029. Please to give us the reasons for that demand?—There are men in the same district serving with me who joined two months before I did, and while I have the same duty to perform, they will be entitled to their full pay and I will be entitled to only thirty-fifths.

4030. Then the case you make is that, you having the same service virtually as those men, the inequality is very glaring?—Yes; I have within a few months of the same service.

4031. When you entered the service did you not make inquiries as to the pension you would get?—I did not make any inquiry or know hardly anything about the pension till I was in the service. Very few young men know hardly anything about the service until they join it.

4032. If you had known there was to be such an inequality about pensions, do you think you and other men would have thought twice on the matter, or that it would have influenced you in entering the force?—I do not know that it would. There was very little thought of pensions when I joined the police.

4033. Have you anything else to add on the subject of pensions?—The men consider it an injustice that if a man serves for twenty-five years he will be only allowed to retire on the pension he would be entitled to at twenty-five years.

4034. That does not apply to the men who joined the service as you did subsequently to 1866?—Not to the men who joined after 1866. Their pension is on a different scale.

4035. Mr. Harrel.—If they have the disadvantage of a lower scale they have at least one counterbalancing advantage?—They have.

4036. Chairman.—Is there anything more on the subject of pensions?—That men be allowed to retire after thirty years' service without going before a Medical Board.

4037. Mr. Harrel.—Are you aware that the men in your position have that privilege at present?—I am; but of course I represent a number of men who joined before 1866, too.

4038. Then is no little disadvantage that they labour under as compared with you?—It is a slight disadvantage; but then they are entitled to the extra pension.

4039. Chairman.—Pass to the next subject, please?—The men complain of the system of antiseizable records as a very great injustice to some of them.

4040. Mr. Harrel.—How?—When young men join the service, sometimes, through foolishness and often through bad advice, they may commit some errors and get punished, and after some time they become real good policemen. Inexperience often brings them into those little things, and it is a great hardship that these unfavorable records should be the way to promotion.

4041. Chairman.—How soon after an unfavorable

record was made would you have it struck out for good conduct?—I would say three or four years.

4042. Have you anything to say as to the effect of unfavourable records on pensions?—Unfavourable records diminish a man's pension, and if anything happens to him in the force, they also diminish the gratuity to which his wife and children become entitled.

4043. Have you any suggestion to make with regard to the effect of unfavourable records on pension and on gratuity?—That after three years' good conduct all unfavourable records might be wiped out, even as regards pension and gratuity.

4044. Pass to the next subject?—The men would like an annual allowance of at least 2*l.* 10*s.* for boots.

4045. I suppose that is to cover the cost of new boots and repairs?—The actual expense for new boots and repairs is very slight.

4046. Is there any other matter?—That there should be a lodging allowance for married men outside barracks.

4047. What do you think would be a fair thing to give, from your experience of your own district?—10*l.* a-year. You could get lodgings cheaper, but you would be obliged to live in a house with others. Sometimes, too, the regulation that we should lodge within 400 yards of a barracks goes against us, and makes lodging dearer.

4048. Have you any suggestion to make with regard to that limit of 440 yards?—In towns that would be middling large, or where the barracks would be situate in a fashionable neighbourhood, a policeman cannot get accommodation unless at a very high figure.

4049. You would suggest something outside the limit?—Yes.

4050. Do you not think it would be well to leave it to the sub-inspector or county inspector to say what would be the limit?—I would be perfectly content to leave it to the discretion of the one or the other.

4051. At present men have leave to marry after seven years' service in a county?—Yes.

4052. Are you a married man?—I am.

4053. I suppose you would admit that unless a man get some money with his wife it would be, as a rule, better for him to be cautious and perhaps not marry so soon as at seven years' service, if he entered the force at 18 or 19 years of age?—Except he got some assistance from the wife's or his own friends afterwards he should use a great deal of caution.

4054. I am not suggesting that there should be any alteration in the rule that men may marry at seven years' service; but while we would like to leave that rule as it is, do you not think it would be better not to do anything which would hurry men into marriage so soon as seven years?—Some men themselves would be anxious that the seven years would be reduced.

4055. *Mr. Harrel*.—How much under seven?—Some would say five and others six, but any of them that I am acquainted with would not go below five.

4056. *Chairman*.—Suppose a lodging allowance was given to married men not accommodated in barracks after ten years' service, allowing them to marry before if they liked, do you not think that would be a great way to remedy the grievance with most men without encouraging them to marry too young?—It would.

4057. *Mr. Harrel*.—Even if married under those circumstances at seven years' service, a man would not have more than a couple of children when he got to the time at which he would be entitled to a lodging allowance?—Yes.

4058. And it is generally when the children number two or three the peak comes, particularly about accommodation?—It is.

4059. *Chairman*.—Go to the next subject, please?—The next is with regard to extra pay and allowances. They have been recently increased, and the men are well satisfied provided they were made permanent. But men going out after 9 o'clock at night are not allowed the night allowance no matter what time they come back next day.

4060. *Mr. Harrel*.—Unless they are twenty-four hours absent?—Yes.

4061. *Chairman*.—Do you wish that should be changed?—Yes. Men often go out after 9 o'clock and have to take lodging and everything else just the same as the men who go out before that time.

4062. What change do you suggest?—If there was something extra given for the eight hours or ten after 9 o'clock over what would be given in the day time, that would meet it, I think.

4063. *Mr. Harrel*.—Supposing you got a night allowance for any twelve hours which included the three hours between 12 midnight and 3 A.M., do you not think for all practical purposes that that would always give you a night's allowance when you had to incur the expense of supper, bed, and breakfast?—I am quite sure it would.

4064. *Chairman*.—Go to the next subject?—The men are of opinion that all ranks up to county inspector should be open to the men from the ranks. They consider that promotion to the first step of acting constable should be on a general system throughout Ireland; far generally when a new county inspector comes to a county he calls the men in for promotion, and he may select the senior men of the county qualified for promotion, while in two or three years another county inspector may call in the men, and perhaps those at the top of the list to-day will be at the bottom to-morrow.

4065. *Mr. Harrel*.—He rearranges them?—He does, and from that rearrangement a man may be fourteen or fifteen years on the list and still not get promotion.

4066. In fact, he may be at the top of one list and at the bottom of another?—Yes.

4067. And between the two he might never be in the right place when the vacancy would occur?—Yes.

4068. As regards a uniform system, is it your opinion that the promotion should be still continued by counties, but that some uniformity of system should be introduced for the guidance of county inspectors in their several counties?—One would please me just as well as the other, and I would not give an opinion in favour of either provided there was a system that would give all men the same chance of promotion.

4069. Have you anything to suggest with regard to that system that men should attain a certain service before being examined?—Seven or eight years' service as sub-constables, and then that they should be examined, and there should be a test provided, so that a man coming up to the test should be placed on the list.

4070. By whom would that examination be conducted?—I could not really tell.

4071. At present there is a preliminary examination by the sub-inspector, and afterwards a final examination by the county inspector?—Yes.

4072. Would you continue to leave it to the county inspector to examine?—For my own part, I have no fault to find with him.

4073. And promotion to the other ranks from acting constable to constable should also be very much by seniority, coupled with fitness?—Coupled with education and fitness. It would be only fair to a man on the promotion list that, if he were put down on the list or removed off it, the cause should be notified to him, and perhaps he would be able to show some reason why he should retain his place on it.

4074. At present the list is entirely at his discretion?—Entirely at his discretion, and a man might be on it and know nothing at all about it.

4075. *Chairman*.—Go to the next subject?—Men on the sick list for three months or upwards are generally placed on a reduced rate of pay, and it is a very great hardship to men if they contract sickness on very severe duty in the service that their pay should be reduced.

4076. *Mr. Harrel*.—Must it nearly always be the case that where a man is three months, or nearly days, ill, his illness is a very severe one?—When it goes that length it is generally severe.

4077. Then, against the offence of shamming illness, stopping the pay after ninety days is not a remedy?—I have never known it to be.

Sub-Constable
J. Drakop.
—
4 Sept., 1882.

Sub-Constable
A. Bonyay.
6 Sept., 1882.

4078. Would a malingerer stay so long sick if he had it within his power to resume duty at any time and was in sufficient health to do so—would he incur the penalty of a reduction of pay?—I do not think he would.

4079. So it is suggested that this rule of refusing pay should be done away with?—Men usually disabled in the service consider it a hardship that whilst they are recruiting their health, even when on sick leave, their pay shall be reduced.

4080. *Chairman*.—Pass to the next topic, please?—With reference to the allowance for fuel and light for the barracks, the allowance at the present time does not meet the expense.

4081. *Mr. Harrel*.—You are at Drumbegreen?—Yes.

4082. How many men are there in the barracks?—Four men at present.

4083. You are living out of the barracks?—Yes.

4084. You have no accommodation in the barracks?—No.

4085. Is the first account kept for kitchen and day-room alike there?—Yes, alike in common.

4086. And is the deficit at the end of the year upon the fuel and light account generally, or is it upon the account for fuel for the day-room alone?—On the account generally for the day-room and kitchen.

4087. Would the regulation allowance do the day-room, suppose there was a separate account kept?—It would.

4088. *Chairman*.—You are aware that the Government never intended to provide for the cooking?—I was under the impression that we were to participate.

4089. You were it that the Government should take into account the cost of the cooking in calculating what ought to be the allowance?—Yes.

4090. *Mr. Harrel*.—There are fires in two day-rooms in large towns?—In some places, I have no doubt, the allowance might be deficient; but we have the coal-pits convenient to us.

4091. *Chairman*.—Go to the next matter?—The next is responsibility for the faults of another man when on duty.

4092. I suppose you say, as many others have said, that a man has not an opportunity of preventing the younger men with him from taking whiskey and doing other things?—Yes; and when both live in a station, if the senior brings the junior under the notice of the authorities of the station, he is liable to be punished the same as if he was culpable himself.

4093. Go on to the next subject?—The men would have the period of leave given by constables or head constables in charge of a station extended to over four hours.

4094. *Mr. Harrel*.—To what extent?—Six or perhaps eight hours would satisfy them.

4095. Is most now be within four hours, and within roll-call?—Yes.

4096. As a matter of practice, do the men go on that leave now in plain clothes or in uniform?—Generally in uniform.

4097. Have you anything to say about that?—I think it should be optional with the constable or the head constable to go in either plain clothes or uniform.

4098. *Chairman*.—Is there anything else?—With regard to Courts of Inquiry, in all military Courts there is some person to defend the accused. Very often an inexperienced young man might be brought into a Court of Inquiry for some offence, and the questions asked in cross-examination tend to make the case worse, while persons stand aloof from him; and if advised he might be able to defend himself better.

4099. *Mr. Harrel*.—Is not it the fact that, at a military Court of Inquiry, a man cannot have a professional adviser to address the Court, or do more than advise him privately?—I believe there is a man appointed to defend the accused at military Courts.

4100. Do you mean an official?—An official.

4101. No. In certain cases there is what is called the military friend of the accused, but that has nothing to do with professional advice?—I do not mean professional advice, but that he should be allowed to ask a constable or some person to assist him.

4102. Is there an objection to that at present?—The only objection is, that if a man does it he is looked upon with suspicion, and incurs the displeasure of other parties.

4103. You think, if it was embodied in a regulation that such a thing would be permitted, it would remove an obstacle to the interference of men in this way?—I have no doubt it would.

4104. *Chairman*.—On the constitution of the tribunal have you anything to say?—The men would be satisfied if there was some change in the constitution of the Courts; but I do not know anything I could suggest.

4105. Have they suggested anything to you?—They have suggested nothing to me but that there should be some change.

4106. Is there anything else?—I think that is all.

4107. How then, in your county, say discontent at all tending towards insubordination?—None.

4108. And you think the men of your county have shown every determination to do their duty and to act in a spirit of loyalty?—At all times; and when they heard the Committee had been appointed they had full confidence in what the Committee would do for them.

Acting Constable THOMAS BODLE, examined.

Acting
Constable
T. Bodle.
6 Sept., 1882.

4109. *Chairman*.—You represent the mounted force at the depot?—I represent the mounted men all through the country.

4110. By whom were you elected to come here?—By my comrades at the depot and some of the county men.

4111. And we may take you as substantially representing the interests of the mounted force through the country?—Yes.

4112. How long have you been at the depot?—Seven years.

4113. And how long in the mounted force?—Ten years, and fourteen years and ten months in the force.

4114. What is your rank?—I am temporary acting constable and rough rider; but temporary acting constable goes with the position of rough rider, so that if I was not rough rider I would not be acting constable.

4115. There are some matters peculiar to the mounted force which you wish particularly to bring under our notice?—Yes. But first I would like to say

I agree with the men as to getting full pay as pension after thirty years' service, and a rate of pay to equalize us with our brethren in England and in Dublin.

4116. *Mr. Harrel*.—Are you aware that a positive equality as regards pay does not exist over the whole of England or the whole of Scotland?—I do not know exactly the pay of the English or Scotch police.

4117. I suppose that the reasonable men of the Royal Irish Constabulary only want a fair comparison?—A fair comparison; but we believe we should be paid as well as any other force in the United Kingdom.

4118. But relatively the pay in some places is higher than in others, on account of a very large increase of the duties and much higher rates of expenditure?—Yes.

4119. But, as regards pension, are you aware that in asking that the full rate of pay should be given as pension you seek to place yourself in a much more advantageous position than any other police force?—I am not aware of it; but I know that before we got this rise of

pay the men joining before 1866 were entitled to their full pay as pension on leaving the service. The men that have joined since, it is well known to the Committee, have had as hard duty to do as the police there ever had before in Ireland.

4120. Quite so; but if you compare yourselves for the purposes of pay with the Dublin and English police, is it not fair that you should also compare yourselves with them as regards pension?—The Dublin men who joined since 1866 are seeking to have the same scale of pension, too.

4121. *Chairman*.—Then the main thing you rely on with regard to pension is this: that the men who got in since 1866 have been doing the same amount of work as the men who got in before, and that brings out strongly the inequality of the pension?—Yes.

4122. You got in since 1866?—I joined in 1867.

4123. Before you joined did not you turn your attention to the amount of pension you would receive?—I never thought of it.

4124. When did you become aware of the rate of pension?—When I began to settle down in the service to make a home of it. If I had spent the younger part of my life in any situation I might have made something of it that would be advantageous, but a policeman has to live on his pay, and he cannot put it to anything else; he cannot traffic in any way.

4125. You are aware an inquiry was held here in the spring of this year?—Yes.

4126. Are you aware that there was a good deal of evidence given during that inquiry showing that a certain number of men had made savings before the troubled time came, and that they had been obliged to expend their savings during the agitation?—I believe they had.

4127. That showed that a certain number and class of men had been able occasionally to save a little money in the country?—There are some men who would save money, as the old women said long ago, on the top of a mountain; but I do not believe the man who would treat himself as he should do respectfully in the force could save any money.

4128. *Mr. Harrel*.—The habits of saving have not been so general latterly among any class?—The men are so much knocked about. Speaking about the men if they do not get an increase of pension, I have no doubt that those who joined since 1866 will leave the force, especially the younger lands, from what I hear back and forwards at the depot.

4129. *Chairman*.—You have been at the depot a considerable time?—Seven years latterly.

4130. Be kind enough to go now to the subjects peculiar to the mounted men which you wish to bring before us?—The first thing they have desired me to ask is 6d. per day over the infantry.

4131. On what ground do they put that?—On account of the slowness of promotion in the mounted branch of the service, and the extra work they have to do.

4132. *Mr. Harrel*.—The mounted men are supplied by volunteers from the infantry?—Yes.

4133. Of course, as regards the extra work, that is mainly the grooming and care of a horse?—The grooming and care of a horse over their duty.

4134. But as a matter of fact and experience a mounted man does not do the ordinary routine duty that is incumbent on an infantry man?—Not the ordinary duty. He could not do that and mind the public horses.

4135. So that the weight of the extra work is the minding of his horse?—Not latterly. They have more patrolling to do than they used to have.

4136. The patrolling necessitates their being absent from the barrack at night, but it stands in the place of exercise too?—Yes.

4137. A man who patrols at night does not exercise the following day?—Very probably he will be on duty the next day. In the country latterly the mounted men are kept constantly going.

4138. As regards promotion, I believe there is a list kept for the mounted force?—Yes.

4139. There are, I understand, forty-five constables in the mounted force?—There are forty-nine or fifty constables. The number was increased after an inquiry we had in the depot in March.

4140. There are forty-nine mounted constables at present?—Yes, and two head constables.

4141. How many mounted men are there in Ireland at present?—The strength of the mounted force in Ireland altogether is 261.

4142. Is that inclusive or exclusive of the head constables or constables?—Inclusive. That is the supposed strength, but we are six men on the reserve short and one head constable.

4143. That would leave 216 sub-constables and acting constables and 45 constables?—The strength of the mounted force at present consists of 8 head constables, 50 constables, 15 acting constables, and 193 sub-constables.

4144. Is not the proportion generally over the force of constables to sub-constables one to four and a-half?—I believe it is generally now one to four and a-half.

4145. Would you not then have the same number of chances of promotion as they would in the ordinary ranks?—No.

4146. Why?—We do not get promotion sooner than at sixteen years' service.

4147. Is that attributable to the fewness of the number of constables as compared with the sub-constables?—Yes. It is attributable to the small number of the force altogether in itself, and being promoted in its own ranks kept separately from the infantry.

4148. Is not it by seniority you are promoted?—Yes.

4149. Are you aware that, if the promotion of the entire force was by seniority alone, the same state of things would result?—There are very few sub-constables in the infantry promoted that have not been promoted before sixteen years' service.

4150. But if it were by seniority alone, are you not aware that it would be about the same result?—I am afraid it would come down lower. There are a lot of very young men promoted in the infantry.

4151. It is the smallness of the force which, in your opinion, contributes to the slowness of promotion?—Yes.

4152. It is not the irregular number of sub-constables to constables?—We are one head constable and one constable short. There is a vacancy for the past seven years.

4153. That would be one to four, and in the force generally you have one to four and a-half?—The total number would be 261, and then these include fifty constables.

4154. The mounted men are selected for their superior intelligence and smartness?—Latterly we cannot get volunteers. We are six men short at the depot, and there are no volunteers.

4155. *Chairman*.—To what do you attribute the want of volunteers?—To the hardness of the work, and the slowness of promotion. A mounted man would be fifteen or sixteen years in the service before getting promotion.

4156. *Mr. Harrel*.—Does not a mounted man revert to infantry duty at 45 years of age?—Yes.

4157. Does not that give an extra flow of promotion among the mounted men?—That is all we have to give promotion, or a man would have twenty-five or thirty years' service before he would get a stripe on his arm. Only for that we would have no promotion.

4158. How do you stand on the seniority list at present?—For a fact I could not say, but I am sure there are sixteen or eighteen senior sub-constables before me.

4159. In consideration of those matters they ask 6d. a day to compensate them for their onerous duties and the slowness of promotion?—Yes. An infantry man is promoted generally at eight years' service, and draws an amount of money from eight to sixteen years' service over a mounted man.

4160. Are you speaking authoritatively?—I can show you instances where infantry men were promoted at two and three years' service.

Asking
Constable
T. Bodie.
6 Sept., 1882.

Acting
Constable
T. Bollen,
—
6 Sept., 1882.

4161. And can you not also show me instances of men of the highest character who were promoted at station years' service?—That is one of the greatest grievances of our service.

4162. Would you prefer, then, as an alternative arrangement to the increase of pay, to throw in your lot for promotion with the rest of the service, and to have a number of constables for mounted duties and otherwise on the strength of the county, and promoted in their turn with other men, which was so once?—I would want to ask a question on that: "Would the mounted constables continue to be discontinued at 45 years of age?"

4163. That would be a matter of detail into which we could not go here; but would the mounted men, as a rule, prefer promotion as it was once, in the county rather than in the force?—I believe they would as a rule, if not discontinued at 45 years of age.

4164. Do they feel that to be a hardship?—They do not. Of course the men coming up to that age do, but to the young men in the service it is all they have to look forward to for getting promotion. We ask that there should be one constable to every three sub-constables.

4165. That is to increase the proportion?—By an addition of fifteen acting constables to the present number.

4166. You remember that the principle upon which non-commissioned officers are appointed is to fill certain positions of responsibility which the lower grades ought not to assume?—That is the principle upon which they are appointed.

4167. Entertaining this proposition would be a departure from that principle, unless it would be to create offices really in point of fact not at present found to be necessary for the purpose of giving promotion?—Yes.

4168. Chairman.—Do you wish to add anything else on the point?—Another thing is, all men to be discontinued punctually at 45 years of age. There would be no promotion but for that. The mounted constables wish to get an opportunity of competing after being two years in the rank for the select list, the same as an infantry constable in charge of a station.

4169. Are they promoted now?—They are. They must be not less than three years in the rank.

4170. That is because they are not in charge of a station?—Yes.

4171. The fact of their being mounted constables makes it impossible that they could be in charge of a station?—They are, in fact, in charge of their own three men that they have in the station.

4172. And you wish to have the vacancy of head constable filled at the depot?—There is a vacancy there for seven years which is not filled up, there being only two head constables, one at Cook and one at Belfast, thus stopping two promotions.

4173. Have you none at the depot?—None.

4174. What is the next subject?—A change in the uniform.

4175. Mr. Harrell.—What change?—The loose frock is of no use to a mounted man.

4176. What would you like instead?—The jacket that used to be worn, and the present tunic, braided.

4177. With what sort of braid?—Head constable's braid, or something similar to it.

4178. Chairman.—Do you find fault with the material of the present clothing?—As being coarse. The tunic is strong enough; but the loose jacket is not—in fact, the weight of the sword-belt bears it down, and if you get a shower of rain it is useless.

4179. Suppose in some other respects the dress was made distinctive, would not that serve the purpose as well as braid?—Yes.

4180. What is the next topic?—There is another grievance, which is general in the service as well as at the depot. A man is entitled to a month's leave in the year if he can be spared. There are some county inspectors and officers, kind enough to grant the leave, and in other places it is not granted.

4181. Are those complaints of leave not being granted pretty general in the force?—They are in some counties and at the depot.

4182. Are they particularly strong at the depot?—In fact, it was the last thing a man spoke to me about on leaving. His brother is a constable in the force, and he had not any leave for the past two years, and he applied for a month's leave to go to his brother's wedding.

4183. Is it a common thing in the force for the men not to be on leave for so long a time as that?—No. Some men would like to go on leave when they have friends; others, probably, have not relatives, and they do not look for it.

4184. It so happened that this man had not leave for ten years, and, having asked for leave, he was not able to get it?—Yes.

4185. Do you know whether there used to be complaints about leave before the disturbed times, or is it only during the disturbed times the complaints arose?—It has been always the case. When I applied I was always out of my leave.

4186. It is worse since the agitation began?—In fact, men do not apply for leave except there is some relative dead or something that way.

4187. Go to the next point?—The next is that they complain of being put to do infantry duty in the country.

4188. Mr. Harrell.—That is when there is only a certain proportion of men at the station?—Yes; and when there are enough of them the mounted men will be ordered on to duty.

4189. Of course there is a certain regulation on the subject?—There is.

4190. With regard to the duty of barracks orderly, it is only when the number of infantry men is reduced under fire that the mounted man is put on?—That is so.

4191. But that has no relation to the particular regulation with reference to putting them on foot and other duty?—No.

4192. Chairman.—Do you think that could be done without interfering with the working of the service and giving mutual inconvenience?—In some cases it may be done through mistakes.

4193. That is not my question, but whether your demand that you should not be asked to do infantry duty could be complied with without causing any great inconvenience?—When a man has the public horse to look after he has plenty of work to do in place of taking him away and causing him to neglect his own work for the other work.

4194. But do you not think they would have to add a man to certain stations if they did that for you?—I do not believe they would. The mounted men are not counted on the strength of the station.

4195. Mr. Harrell.—Is this a certain thing that was done under circumstances of necessity or alleged necessity?—It is put down to me as done through alleged necessity.

4196. Chairman.—If there was real necessity there would not be the same strong objection?—There would not.

4197. But now it is done when it need not be done?—Yes.

4198. Go to the next subject, please?—We were calculating on at least 4*l*. a-year boot money.

4199. Do your boots cost the same as the infantry or more?—More. We wear long boots.

4200. You are obliged to have a couple of pairs of long boots?—Yes, and a pair of high-lows. I have to wear more boots myself than two pairs in the year. Mounted men generally have to wear light boots. Two pairs of boots never do me in the year; but gravely speaking two pairs with patched bottoms would do a man in the year.

4201. You have some expenses for repairs, and you say 4*l*. for the whole?—Yes.

4202. Is there any other subject?—If we were allowed 6*l*. a-year over the infantry pay it would cover our expenses for extra boots, shirts, and under-clothing, that we wear more than they do.

4203. Do you wear more extra clothing than the infantry?—We do; because our men are always stripped in stables.

Acting
Constable
T. Doolin.
—
4 Sept., 1892.

4204. That affects your shirt and under-clothing generally?—Yes.

4205. You say 6d. a day; do you mean that to cover your claim for boots, or is it exclusive of it?—It is to cover the allowance of provision.

4206. Did I understand you to say it was also to cover the extra cost of under-clothing?—Yes; the extra cost of under-clothing.

4207. That is to say, you and the infantry both undergo a certain amount of expense for under-clothing, but inasmuch as you undergo more, you would like an allowance for that?—Yes.

4208. Is there anything else?—There is nothing else that particularly relates to the mounted force.

4209. But if there are any remarks you wish to make about the order force we are willing to hear you?—Yes. At present the wives of some of the married men are cowmen, and they are not allowed to work at their trade.

4210. You think it would help a nag if there were some fair regulation on that subject?—Yes.

4211. I suppose you would not be for allowing them to have a public-house?—No.

4212. But any trade or business that would not bring them into contact with the public you think would not interfere with the service?—It would be of use to the service, and make the men have some local knowledge and be great with the people.

4213. Is it your experience that, at present, they have no local knowledge?—I believe that, at present, they are deprived of any intercourse with the country people, generally speaking.

4214. Is that due to the present agitation?—Well, yes.

4215. At ordinary times they know a great deal of what was going on in the country?—Yes. There is another thing in the regulations which is against them in many ways, that men are punished for going beyond a certain distance from the barracks and remaining away. In country stations a quarter of a mile is the prescribed limit from the barracks, and two hours' absence. If a man keeps to that he will know nothing about the country except he goes out on duty. The men are greatly against the quarter-of-a-mile limit, and the regulation is not generally carried out, but in some cases it is, and the men are punished.

4216. In addition to the other arguments in favour of that quarter-of-a-mile limit being extended, it would give the men a greater opportunity of mixing with the people?—Yes.

4217. Is there anything else?—Yes; lodging allowance for married men whose wives are not across mounted in barracks.

4218. What would you put down as a fair allowance?—10s. a year.

4219. Where were you as a mounted constable during the time you were not at the depot?—I served at Balbriggan, county of Dublin, before the reduction of the mounted force, and afterwards I served in Belfast.

4220. Are you married?—No.

4221. Of course you come across a good many men from different places at the depot. What do you think, taking things on the average, would be a fair allowance for lodgings?—I believe 6s. or 10s. would be very fair. Of course, there are some places where a man will get houses very cheap; but the mounted men are in the principal towns, and it is very hard for them to get accommodation within the prescribed distance of the barracks, and a man ought not to be confined for a few yards where he could get a cheaper house that would answer him a little distance away.

4222-4224. Do you not think it would suffice to leave it to the county inspector or the sub-inspector to say at what distance a man in each particular case ought to be allowed to live?—I believe it would be better, because they could use more judgment in the matter than even the man himself.

4225. Do you think that giving this allowance would have the effect of hurrying men into marriage?—I do not believe it would.

4226. You probably will admit that, while it is fair to

give men liberty, it is not desirable to induce them to marry?—Certainly.

4227. Do you not think that if the allowance to married men not accommodated in barracks were given to men after ten years' service, even suppose they choose to get married at seven, it would have the effect of making them a little prudent, and also meet to a very large extent the grievance?—I believe it would; although when marriage is allowed in the army and the constabulary, the wives go on the strength of the regiment.

4228. Do you know that in the army a very much smaller proportion is allowed to marry?—Yes.

4229. Is there anything else you wish to add?—There is another thing I wish to bring under your notice. At the depot since the reduction of the mounted force the men have been attached to the reserve, and there are men at the depot for the past three years who continue to be drilled as recruits in the cavalry, while lots of recruits have been sent out since they were drilled, and they consider it a grievance to be kept so long and let the other men leave before them. A man would get his fair turn to go out till the last four years. The reserve force is there still, and except men get married, and are transferred that way, they are left at the depot.

4230. Mr. Harvel.—Have you any idea why these men are kept continuously on the reserve?—I have not.

4231. Have they ever served in counties?—Some have been transferred on reserve duty and brought in again.

4232. Although several cavalry recruits have been sent away since?—Yes.

4233. But is it their own wish?—They even made an application to get away in March last, and that got us fifteen acting constables in addition to fifty constables.

4234. Was that over the whole service?—Yes.

[Mr. Holmes returned.]

4235. Chairman.—Is there any other matter?—Relative to pension, that retirement should be compulsory at thirty years' service, and optional at twenty-five. That would have the effect of increasing promotion; and it would be advantageous in this light, that the pensioners settling down to live in the country, the local police might not be so numerous as at present; because the presence of a police pensioner is as good as a policeman, and, in fact, country people would not commit a crime, knowing he was bound to prosecute the same as a policeman.

4236. It would increase the expense of pensioners in the country?—Yes, but it would be an advantage to the country.

4237. Have you anything else to urge?—The men of the reserve asked me to bring under your notice the custom at the depot. We are charged the same for porter as in a public-house in town, and also for everything else, and we think that the men leaving their money at the canteen should be entitled to any profits in it.

4238. Are you charged as high proportionately for other things as for porter?—Yes.

4239. We had evidence yesterday that some things were sold at a loss and other things at a profit?—I believe that everything in it is sold the same as in the city of Dublin.

4240. Mr. Harvel.—It was stated that butter for which 1s. 3d. was paid was sold for 1s. per lb. at the canteen, and a profit was placed upon other articles which made up for that, thereby rendering some injustice to the consumption of the other articles?—They may pay 1s. 3d. per lb. for butter, but I have been watching the market, and it is generally sold at the very same rate.

4241. Is not the canteen managed by a committee?—It is. There is a constable in charge of it.

4242. Is he a Constabulary man?—Yes.

4243. Are not the rates at which things should be sold fixed by the committee?—They are.

Acting
Constable
T. Boyle.
—
6 Sept., 1892.

4244. Is not there a sub-committee of non-commissioned officers?—There is.

4245. Should not the sub-committee have the interests of the men and their own interests in view in making those arrangements?—The sub-committee are constables and the committee are the officers. There are no sub-constables or acting constables allowed there, and they are the men that should have the profit, for the constables have a mess to go to, while we have no place but the canteen. Any money we spend goes in there, and if we spend the money we ought to derive the benefit.

4246. What becomes of the profits?—I understand they are in a fund amounting to 2,000*l.* or 3,000*l.*, and the interest goes to the widows and orphans of policemen.

4247. Do the men object?—No.

[The Committee then adjourned to next day.]

TENTH DAY.—7TH SEPTEMBER, 1892.

Present:

MR. R. O'SHAUGHNESSY, M.P., MR. R. W. A. HOLMES, and MR. D. HARRIS, R.M.

Head Constable JOSEPH REILLY, examined.

Head
Constable
Joseph Reilly.
—
7 Sept., 1892.

4252. *Chairman*.—You represent the non-commissioned officers of the county Louth force?—Yes.

4253. How long have you been stationed in the County Louth?—Three years last May.

4254. Where were you stationed before that?—I was in Kilkenny. I was in West Cork for the greater part of my time, then in Kilkenny, then in Louth.

4255. How long have you been in the force?—Twenty-eight years. I joined on the 18th August, 1864. I was over fourteen and a-half years in the service before I got promotion, and that has injured my prospects very much. I was a great deal better fitted for promotion than many men who were my juniors and got it, and some of them have been since promoted sub-inspectors. The reason I say I was well fitted was this, that in 1878 there was an order issued by the Inspector-General, leaving it optional to those constables, two years in charge of a station and three years in the rank, to go up for the Civil Service examination at their own expense for head-constableness. This was done with the view of bringing forward, as he considered, the best men in the force. I went up for that examination, and I took such a place that I got my present rank, and that is the reason I say I was well fitted for promotion before I got in; and my not having got it in the beginning has injured me very much, so that I am only in the second class now, and in a short time I will be over age for sub-inspector.

4256. The age is 48, I believe?—Yes; and I would respectfully ask that men like myself and others affected in the same way should get an opportunity of competing with younger men who are in the first class for the appointment of sub-inspector before we are over age. I thought that as soon as that would be mentioned to the Lord-Lieutenant, the Inspector-General, and this Committee, it is as just it will be allowed. I ask nothing except I am able to take it by examination in the usual way. The regulations for the examination are from 1861 to 1866 of the Code, and include arithmetic, the first four rules with vulgar and decimal fractions, long tests, composition, hand-writing, ortho-

4248. But you think there ought to be some advantage to the men dealing at the canteen?—The men should derive the benefit of the money they spend by some reduction. What we go in for is to derive the benefit of the profits on our money by a reduction.

4249. You do not want hard and fast rules. Must not the management depend upon circumstances?—Unless there is a rule laid down for the management it will not be changed.

4250. But should not the change be in the direction, not of laying down a set of strict rules, but of allowing those who go to the canteen to be represented in the management?—That is the way it should be.

4251. *Chairman*.—If the sub-constables and acting constables were represented on the committee, you would have a voice in the management?—Yes.

graphically, and so on. That takes two days for the civil service side of it. Then we have to pass a professional examination in our own duties at the depot, the financial department, &c. That being so, I ought to get an opportunity of competing with the younger men, and I would not do them any injustice, while it would be only doing me a justice for the great injustice that has been done to me.

4257. Then you rest that demand on the injustice the system inflicted on you of not giving earlier promotion?—Yes.

4258. *Mr. Harris*.—We cannot take the antecedents as forming the only basis for any exceptional examination, because we are bound to assume that everything antecedent has been done according to the regulations. Then, any we take it that your proposition now is that in the event of some vacancies for the higher office being at the disposal of the Inspector-General there should be not a test but a competitive examination among the head constables for a certain number of those vacancies?—Yes, or that I should get an opportunity of passing the usual examination the same as a first-class head constable, namely, an test of his fitness.

4259. What I wish to point out is that what has taken place in your own particular case as to the period you attained your rank we must assume was correct, and that it would be most injurious, and would cause a great deal of heart-burning and a feeling of grievance to members of your rank to take any particular member out of his place on the list?—At the first blush of the question it may appear like that, but it will not if it is taken into account that I represent a class in that way.

4260. *Chairman*.—Can you say what number you represent in that way?—I cannot exactly say.

4261. *Mr. Harris*.—How many constables of twenty-four years' service obtained head-constableness under the select list?—I cannot answer that; but I know at the time seventeen passed. I do not think there was more than one of them that would be in that list before me.

4262. *Chairman*.—In your own county which you

represent, are there many men in your position?—Only four.

445. Then you speak on their behalf as well as your own?—No; for this reason, that there are none of the men of the county similarly affected. What I mean is this, that suppose a man of twenty-five years' service in the force, and three years a head-constable, if he is fit at all to do the duty of sub-inspector, he is worse in his last three years in the rank of head constable, and they might be taken alternately one from the first class of young men and one from the second class, taking the men of longer service from the second class to give them fair play. There are a good many men in the second class whom this would affect. I think that it will at once be covered.

446. What is the next topic connected with promotion?—With regard to promotion from the beginning, I think that after a certain service, say, five or seven years, whichever may be fixed upon, every man in a sub-inspector's district should have the opportunity of going, at his own expense, to the headquarters of the district to stand a competitive examination, the best men to be placed first. After that, I think the officer of the district should have the opportunity of selecting any others of the men he liked, not so smart, but still good men; and they should stand an examination, and get leave to go to the county inspector's office in the same way. The county inspector should carry out promotion in the same way over the county; and those two classes of men I would put absolutely on the promotion list for the county. If that was done, it would remove the least injury that could be done.

447. Do you think that programme represents a strong feeling among the men who sent you here?—Yes.

448. You talked it over among yourselves?—Yes. I said it before them, and they agreed with me that that is the system which would cause the least wrong. Of course, no system can be perfect.

449. What is the next matter?—I think there should be separation from the ranks to the rank of sub-inspector.

450. What are the views of the men with regard to that?—That there should be three fourths, or at the very least two thirds, from the ranks, and that the other fourth should go to officers' sons and the public, but officers' sons should have the first claim.

451. Is it your experience that the men respect those who are promoted from the ranks as well as those appointed from examination?—It is. I would go further and say, from my experience, they think more of them. There is another thing with regard to men promoted from the ranks, namely, that for the last three or four disturbed years the men promoted from the ranks were sent to disturbed districts, and we thought the reason of that was that they knew their business, and were up to their work.

452. They had more experience?—Yes; and I have known of an officer who rose from the ranks selected to fill one of the most important posts in Ireland, namely, Cork city, because of his ability. I would say one word more on the subject, that no man ought to be promoted who would not be an efficient man to fill his place.

453. Now I will ask you to go to the subject of pay. What do you propose?—The men in any county who sent me here consider there ought to be a substantial increase of pay.

454. Do you put it down at any particular sum?—I would rather not put it at a particular sum, because we are not sure of getting as much pay as any other policemen. We are no good, and do our business as well.

455. You are aware the rates of pay in other police forces are not equal, and this ought to be taken into account in measuring yours?—I think that is fair.

456. We intend to make a most searching inquiry into the pay of other police forces, and all these things will be taken fairly and fully into account?—It is only fair to take the different forces into account in fixing the scale of pay.

457. Mr. Holmes.—There you are not prepared to

ask for the highest pay that is given to any police force?—With regard to that I consider I am as good a man as in any police force in the Kingdom, and I am as well able and as fit to do my duty.

458. Chairman.—Have you anything to say on the subject of the adequacy or inadequacy of your present pay and those whom you represent to meet their necessities?—With regard to my own pay, I have a family, and I do not consider it adequate.

459. How long have you been married?—I have a wife and five children.

460. Mr. Holmes.—What is your present pay?—£36 4s.

461. Chairman.—Are you accommodated in barracks?—Yes.

462. Would you say you find it insufficient to support your family, or insufficient to save money on it?—I find it insufficient to provide proper food for myself and family, and to educate them. I may say that since I got married, though in barracks, I am at a good deal of loss owing to that.

463. Did the agitation touch your district?—No. When I say that, I mean the men of my district had not any meeting.

464. I mean did the troubled times extend to your district?—Certainly.

465. And involve you and others in expense?—Certainly.

466. I see, by many answers given before the late Commission, that in several places unmarried men, as a rule, had saved money before the late agitation, which they had to expend during the agitation?—No doubt about it.

467. Were that the case in your county?—It was.

468. Had you saved anything?—I had before I got married, or I would be deeply in debt now. We are not allowed to be in debt.

469. Then in the times when there was no increase of expense consequent on agitation, unmarried men would save something, but a married man is obliged to draw on that for his expense at present?—That is my case.

470. Mr. Holmes.—May I ask how much you had saved?—Well, I got some money with my wife.

471. How much had you saved out of your pay?—I think I had saved £100.

472. In what period?—In twenty-three or twenty-four years, and I was particularly sober and careful. I should say I did not save all that. I had that and something more, but I did not save it.

473. Chairman.—Do you think there are many men who saved in those quiet times?—I think so, because they lived what we call very tight.

474. Is the way of living higher now than it was then?—It is much, and must be.

475. Why must it be?—Because the duties are harder, and we are required to be out often.

476. That would apply more to a time of trouble, not ordinary times. Suppose we go back to quiet times; do you think the way of living would go back to a more moderate system?—I do not think so, and I will tell you why. The scale of living generally has increased, and the cost of provisions. Not to go further than a few months ago, last year I could, where I am stationed, buy bacon at about half what I pay now.

477. Would you regard that as a permanent increase?—I do not know; it has been going on gradually.

478. That would not apply to fresh meat?—The price of fresh meat has increased also for the last few years. There is a great deal increased. You do not see it at once, but slowly, and at the same time, like a snowball, gathering as it goes on; and comparing one period with another, there is a substantial increase.

479. Is there any other remark you would like to make about pay?—With regard to pay specially I do not think there is, except that I think we ought to be paid as well as other police forces. It would not be reasonable to go for the very highest, and we do not want to be paid the very highest rate.

Hon. Constable Joseph Barry.
1 Sept. 1885.

Head
Constable
Joseph Reilly.
7 Sept. 1882.

4298. *Mr. Holmes*.—What was your position in the force before 1874?—I was a constable.

4299. You are now head constable of the second class?—Yes.

4300. The pay of a head constable of the second class before 1874 was £14 2s 3d—I was not a head constable then.

4301. However, by the Act of 1872 there was an addition made of 22l 2s a-year. Did you at the time consider that a fair addition to the pay?—At the time, with regard to that particular rank, I did not consider it at all.

4302. Were you satisfied with the increase of pay?—We were satisfied that our position was made much better; but with regard to that particular rank I had not thought of it, only that I would try and get it every day, if I could.

4303. *Mr. Harrel*.—You were a constable then, and your old rate of pay was 49l 8s?—Yes.

4304. And your new rate was 72l 16s 7d?—Yes.

4305. *Mr. Holmes*.—Do you not think that a substantial increase?—Yes.

4306. Were not the men satisfied with the increase then given?—The men were satisfied their position was made much better, and it caused many men to join the force, but they did not know there was another side to that—that the men who joined lost a certain amount of their pensions.

4307. We will deal with that when we come to the question of pensions. But in the quiet times did the constables, as a rule, that you know, take meat every day?—No.

4308. Even the single men did not?—No. They could not afford to take meat every day; but they usually took it four times a-week. I was a single man then myself, and in note with other men.

4309. What did their dinner consist of on the other three days?—Fish, if they could get it, or eggs, and butter, and milk, or something like that.

4310. Surely you consider fish a very substantial dinner?—It could not be got, except salt herrings, which are not a good dinner.

4311. And you feel, to enable you to undergo your present duties, you require to live better than you did a few years ago?—Yes. Besides, I feel that I want to educate my family in such a way as they can live. If I do not do that they will have to take a place that I would not like; and I think there ought to be something of an allowance, so that men could do that.

4312. As a matter of fact, do you live within your present pay?—No.

4313. You cannot?—I cannot feed my family, and clothe and educate them.

4314. Now pressed with the next matter you wish to bring under our notice, and deal with the subjects in the order in which you think them most important?—I dealt with promotion, and I consider that in my mind the most important of all the subjects, as it has done more to annoy and put people about than any thing else in the service.

4315. If the question of promotion was settled to your satisfaction, would that go a long way to meet the grievances of the men with regard to pay?—I cannot speak, except individually, it would satisfy me, and I have no doubt in the world it would satisfy a good many more; but I could not speak for the men.

4316. If your prospects were made better, you would not be inclined to think your present pay was inadequate?—I would not say that. I think my prospects of promotion ought to be increased, and that my pay ought to be increased too, because men of my rank, for what they are required to do, are the worst paid men in the service.

4317. *Mr. Harrel*.—The next most important subject is that of pensions?—After pay and promotion I intended to take pensions, because I consider it is the next most important thing. All the men, whether under the late Act or not, consider that the pensions should be equalised. The increase of pension does not affect myself personally, having joined before 1868.

4318. *Mr. Holmes*.—What do the men of your district wish with regard to pensions?—The men who joined since 1868 say their pensions should be equalised with the pensions of the men who joined before 1868, and the men who joined before 1868 have no objection. I heard no man say they should not be equalised.

4319. As regards pay, the men you represent only wish to be put in the same position as other police forces in England?—Yes.

4320. I suppose if they knew what was the scale of pensions in England they would not wish to be put in a better position than the police in England?—I think we ought to take the metropolitan police as well.

4321. Take the case of the metropolitan police in London, surely the men who joined the force since 1868 do not wish to be put in a better position than the London force as regards pensions?—I cannot answer that question until you let me know what the pensions are.

4322. The scale of pensions in London for men fifteen years' service to twenty years' service is the same as the scale here since 1868. After twenty years' service and up to twenty-five, the scale of pensions in London is more favourable than it is in this country—it goes up by two-fifths after twenty years' service instead of one-fifth. So that a London policeman is in as good a position after twenty-five years' service as an Irish policeman (including the Constabulary and the Dublin metropolitan police) would be after thirty years. After thirty years' service an Irish policeman can retire on thirty-fifths of his pay, while a London policeman after twenty-five years' service, if incapacitated, can retire upon the same. After twenty-five years' service, and up to twenty-eight, the increment of pension of the London policeman drops from two-fifths to one-fifth; and at twenty-eight years' service a London policeman attains his maximum, which is, as nearly as may be, two-thirds of his pay. Having told you that, do you think the men in your county, who joined since 1868, would be content if they were placed in the same position as the London police?—It is hard for me to answer that question, because I would not like to commit them by my answer.

4323. Do you not think it would be unreasonable to ask to be put in a better position?—I think it would. If the case were my own, I would answer you at once.

4324. Nothing could be more honest. You may not be aware that there was a Bill before Parliament last Session to extend to the whole of England and Scotland the scale of powers that exists in London. Supposing an Act was passed making the London scale applicable to the whole of England and Scotland, do you think the men in your county would be content with the same scale applied to them?—If the case were my own I would answer you at once, and say "yes," but I do not like to commit the men to that.

4325. More especially as you are under a more favourable scale of pension, you do not like to commit them?—Yes. At the same time, I think if the London scale of pensions was taken, the London scale of pay ought to go along with it.

4326. If the scale of pay was not uniform throughout England, would you feel that the Irish Constabulary should be put upon the maximum scale in England?—I would rather say so, for this reason, that I think we are entitled to as much as any other policemen.

4327. But do you think that, in ordinary times, the duties of the constabulary are heavier than the duties of the Dublin metropolitan police?—I do not think they are; but then a man lives his time, as he must be always ready for duty, night or day. When, when I come in there duty at night something would turn up, and just as I was in bed I had to turn out again. You can get a few hours, or a day's leave, or a month once a year, but you have no time you can call your own.

Head
Constable
Joseph Reilly.
7 Sept. 1882.

4328. *Mr. Harrel*.—In theory, and according to rule, a policeman of any rank or grade is never considered to be absolutely free from a liability to do duty, except he is on leave of absence?—Yes, and it is so laid down in the text book. We are never to consider ourselves off duty, not even on leave of absence, if anything turns up.

4329. But the duty contemplated on leave of absence, is it not a duty of a character which any civilian is also obliged to perform?—It is; but he is not fined for not serving, and I am subject to be fined if I do not perform it.

4330. Although that is so, and laid down in the Code of Instructions, is it not also the fact that when a policeman has not been warned for any particular duty he may be absent from his barracks for a period of two hours without incurring either blame or responsibility?—He may go, but he must tell where he would be found.

4331. He cannot now go more than a quarter of a mile from his barracks?—It is so laid down in the regulations.

4332. That is not strictly adhered to?—No.

4333. As a matter of fact and experience, do not the men every day avail themselves of this privilege of going out for a couple of hours?—With regard to that, in my part of the country they have no great time, because they are on duty every day, and would be tired enough.

4334. But, it is only to explain, when you say a man is never off duty, it is not meant that he is for twenty-four hours of the day bound up to be under the immediate direction of some superior, in or out of the barracks?—I did not mean that, but he cannot leave without telling where he is going to, and even if he does take a walk, and something turns up, he must do his duty. It is laid down in the books that he must consider himself always as duty.

4335. *Mr. Holmes*.—Were the men in your county, who joined the force since 1846, as a rule, aware of the alteration that had been made in the scale of pensions?—I do not think they were. I do not think the young men who joined knew it, either in my county or any other. That is my experience.

4336. You were aware of the alteration that had been made in the scale of pensions?—I was.

4337. Did it never occur to you to tell the young men who joined?—No. That might deter them from joining the force, and I might be punished for that.

4338. That was really your motive?—No; but they never asked me. If any person reported me that when a candidate came I told him so, I would be considered as preventing him from joining the service, and I would be severely punished.

4339. *Mr. Harrel*.—Do you mean that you would be punished for giving information to a candidate with regard to his future position and prospects as a policeman, or do you mean that you would be punished if you took steps to deter a candidate from joining?—I mean the latter. If the candidate asked me, I would tell him; but, I think, if he did not ask me, I would have no right to volunteer the statement.

4340. *Mr. Holmes*.—Surely you do not mean to say that you would be punished for telling a man what his prospects were when he entered the force?—What I mean to say is this, that if a candidate asked me I would tell him; but I would have no right to volunteer a statement of this kind: "You do not know you will have a bad pension."

4341. But surely you might tell him he would be in a different position from yours?—I would not do that. I would have no right to tell him that, in my opinion.

4342. *Mr. Harrel*.—So far from covering up the matter, do you know that recently it was placarded everywhere what the pay and pensions were?—Yes; but not compared with other persons, and that is the point I want to make. I would not have any right to tell a candidate he would have a worse pension than mine.

4343. *Mr. Holmes*.—But do you not think this, that if a man on joining knew on what scale of pensions he

would be retired, he would have no right to complain because he was not on as favourable a scale as you were?—I think he would have no reason to complain, but I do not think it would be my business to tell him that, except the authorities ordered me. That is my impression.

4344. What is your next point?—The men altogether say that the married men not accommodated in barracks ought to get lodging allowance.

4345. Do you think they would prefer lodging allowance to being accommodated in barracks?—If they got the accommodation, that is all they want; it would be the same thing to them.

4346. Do you think that a lodging allowance to married men would induce men to marry earlier than they do now?—It is quite possible it would.

4347-8. Then do you think it would be desirable not to grant lodging allowance until after the man had been in the force a certain number of years?—I think that would be a good rule, for the reason that they cannot get married until they are in the force a certain number of years.

4349. Have you anything further to say on that subject?—No.

4350. Then go on to the next, please?—I think a head constable put in charge of a sub-inspector's district for a certain time, when it is either vacant or the sub-inspector is absent for some cause or another, has a right to get an allowance. The regulations at present are that he is responsible, but there is no allowance. He is subject to be punished if he does not do the business, and he gets no allowance for it.

4351. *Mr. Harrel*.—What allowance do you suggest?—I would say he ought to get an allowance the same as if he were absent on duty.

4352. Do you mean 5s. 6d. a-day?—I do not put it at any particular figure, I mean something in that way, as 5s. 6d. might be too much.

4353. Do you know what a sub-inspector gets when doing the duty of a county inspector?—I do not.

4354. Do you know that he must do thirty days gratuitously?—I believe that is so.

4355. And at the expiration of thirty days, if he continues in charge of the county, he gets at a-day?—I am not sure about it.

4356. Do you know also that he has to perform his own duty during the time he is performing the county inspector's duty?—I think not.

4357. Do you know he has to inspect his stations?—Yes.

4358. And attend Petty Sessions?—I suppose he has, but the head constable has to do that, too?—I did not claim anything in that way; I meant the responsibility.

4359. It is not on the ground of expense incurred?—I was of some expense, too. If I was not out long enough to entitle me to eight hours' allowance, I got nothing. It is not on that ground I claim consideration, but on the ground that there ought not to be a punishment on one side, and no reward on the other. The case of the county inspector and sub-inspector is not exactly parallel.

4360. Have not you the assistance of the clerk?—I know that, but he has no responsibility.

4361. Do you know that the object of having men of your rank at all is with the view of their taking up responsible duties?—I know that. But taking the case of two men, one happens to be very often in the position, and the other not at all, yet he gets the same pay, and has not near so much responsibility.

4362. What amount, then, do you say?—I think 2s. 6d. a-day.

4363. Do you mean for every day the head constable should take up the duty, or after he has performed the duty for a certain period?—With regard to that, I do not care about making a suggestion, and for this reason, that I only mentioned the matter that there ought not to be a punishment on one side and no reward on the other. It is only the principle for which I contend.

Head
Constable
Joseph Kelly.
7 Sept., 1892.

4364. *Mr. Holmes.*—Go to the next subject?—I was desirous to say that it was thought very hard these should be a stoppage from a man's pay after being three months sick. I know there are cases of lameness, and that it is after being so long ill they require compensation, and their pay ought not to be taken from them.

4365. What is the next subject?—The men consider as allowances should be given for boots, and also for plain clothes, as we are obliged to keep them.

4366. What amount do you in your county think fair?—What we consider reasonable for both is 5s.

4367. What for boots?—About half that sum.

4368. How many pairs do you wear in the year?—There is generally a third pair got, because going through the country men will destroy boots at once. I would wear out two pairs, and the mending costs a good deal.

4369. What do you pay for a pair of boots in Louth?—If you buy ready-made boots you will get them for 12s. or 13s. If you leave your measure you will have to pay 13s. or 14s. If a man gets boots made to order he will have to get a pair of cheaper boots to assist.

4370. How often, as a rule, have the men to appear in plain clothes on duty?—There are no set times.

4371. But roughly estimated, how often?—In my district I would say a couple of times a week, usually on Sundays. I do not mean that all the men are in plain clothes; but a certain number who would be sent in plain clothes to prevent the Licensing Act being infringed, to detect publicans who generally have a watch out, and do not let the men in uniform come near them.

4372. Are the men selected in turn to do this duty?—No. We select the men available at the time when we consider best.

4373. Then some of the men never wear plain clothes?—Oh, yes. As a rule a man is obliged to wear plain clothes occasionally. If I were selecting men, I would send out the best men available at the time.

4374. *Chairman.*—Pass to the next topic?—With regard to unfavourable records.

4375. You wish to have them expunged after a certain time?—Yes.

4376. What time would you suggest?—We talked that over, and the men consider they ought to be expunged after three years.

4377. For the purpose of protection?—Yes, to put a man with unfavourable records equal with his comrades.

4378. Have you any special remark to make as to the effect of records on pension?—Unfavourable records ought not in any case to effect pension; and the reasons given are these, that no matter how many favourable records a man gets, they do not increase his pension, but they ascertained a certain value when he is leaving the force, and he gets that as a lump sum. When he gets the unfavourable records, he pays the value the authorities put on them at the time. The men say, and I agree with them, though never having had one myself, that the one payment ought to be quite enough.

4379. Is the class of men coming into the force latterly as good as it used to be?—Not near as good.

4380. Do you make that remark with regard to the men coming in for the last six months only, or for the last two or three years?—No; but those coming in for perhaps nine or twelve months.

4381. Then we may infer that, so far as you can say, if there be a deterioration in the men, it is the result of the necessity of getting so many?—It is. I know men rejected a year and a-half ago, and since then we have asked them to come in, and they have been sent forward to join.

4382. *Mr. Holmes.*—In what respects were they inferior?—In their literary qualifications and general intelligence.

4383. Were they physically inferior?—I think not. It was with regard to their qualifications they had been rejected. They could not spell even marbling. Since then some of those men have been asked to come forward, and sent to the depot. For the last two months we had no application good or bad, except one, and he was not fit.

Sub-Constable PATRICK NOLAN, continued.

Sub-Constable
Patrick Nolan.
7 Sept., 1892.

4384. *Chairman.*—You represent the sub-constables of the County Louth?—Yes.

4385. How long have you been stationed in Louth?—Eight years and five months.

4386. How long have you been in the force?—That is the time.

4387. Were you all your time in Louth?—Yes.

4388. Therefore you know the sub-constables of the county pretty well?—I do.

4389. Take the subjects in the order you think most important, and tell us your views about them?—The first is the qualification of the pensions of the men who joined since 1865 with those of the men who joined before.

4390. Why?—Because it takes a man's pay almost to keep him at present. When I go out after thirty years' service, on a sub-constable's pension, I would not have what would feed me at the present scale. I would have to seek a situation, and commence life anew.

4391. What is your opinion about men getting situations after they leave the force? Do you not think that they do get situations?—I admit that they do, in some instances, get situations in preference to other men, but they are then old men, broken down in the service, and are not fit for situations. So the men expect to get something able to support them.

4392. A higher pension?—Yes.

4393. Did you not know when you entered what the rules were about pension?—I did not.

4394. When did you learn?—Shortly after I went to the County Louth.

4395. What is your opinion as to the knowledge of the young men about the pensions they are to have; do they inquire?—They expect and hope that they will be placed on an equal scale with the men who joined before 1865.

4396. Do they not make inquiry when they enter the force as to what pension they will get?—When they are in the force while they do make inquiry; but my experience is that young men do not concern themselves much about pension. When I had about six months' service I was speaking to young men of about the same service, and the reply of every one of them to me, and I said the same to them, was that very probably it would be remedied before we were getting out on pension.

4397. Suppose you take the case of a man who knew when he was entering the service the terms of pension, do you not think it would be rather hard for him to claim, as a right, a much larger pension than what he bargained for? I do not say it is your case, as you tell me you did not know?—That is in fact to a certain extent, but still he has not a knowledge of the service. In fact, most young men do not trouble themselves about the pension, and do not know the regulations of the service at all until after they have joined.

4398. Do you wish to add anything else about pensions?—No.

4399. *Mr. Holmes.*—I presume you do not feel to be put in a better position than the police forces in England?—We would.

4400. Why?—Their pay is a great deal better than ours. I had an opportunity of speaking to an English

police man not long since, and I gleared from him that they have several perquisites over and above their ordinary pay. That what he told me is so, I have no reason to doubt.

4401. *Chairman*.—Will you tell us what he said he had as perquisites in addition to his ordinary pay?—He said he might have, for instance, 10s. a-month for calling gentlemen, or business men, or working men in the morning; that he got 6d. for every dog he found straying; and that, in fact, for any service he would render he could take sums up to 1s. without making any return. Of these larger sums he had to give a return.

4402. What service in England did he belong to?—I ought to have said Glasgow.

4403. I suppose you admit that it would be impossible to allow such things as we call "tips," and that the Irish constabulary themselves would not like to have them?—Certainly not. I do not advocate that. There is no man in the service would like it. I am sure they would all very much dislike it.

4404. *Mr. Holmes*.—Is not it the case that police persons find it easy to get employment?—I admit they get situations in preference to others, but they are generally stuck at a gate-house, or something of that sort.

4405. *Chairman*.—Having dealt with pensions, would you wish to say something of pay?—Yes.

4406. I presume you seek an increase of pay?—Yes.

4407. What increase do you seek?—The men were, generally speaking, about 1s. a-day, and some would not confine themselves to any certain amount, but would expect a substantial increase.

4408. On what grounds do they rest the demand?—As increase in the cost of provisions.

4409. You got your last increase in 1872. On what notice do you rely most as having increased in cost since 1872?—Bread, I believe, is the principal article.

4410. From your own experience, has there been much of an increase in the price of bread?—There has not been much. But we do not ground our reasons principally in that; that is only one of them, and, so far as my experience is concerned, it would be the smallest one.

4411. Tell us what the most important are?—The increase in duties.

4412. No doubt the duties have been heavy for the last three or four years; but were they gradually increasing in the quiet time before the last three or four years?—I would not say they were, except that there were additional Acts of Parliament handed over to the police to administer for the last two or three years.

4413. Do you not think it likely that a good deal—perhaps, not all immediately, but a good deal—of the trouble of the last two or three years will disappear, and somewhat quieter times will come back?—I believe it will disappear gradually, but it will take a long time before the police will be in the same position with the people as they were; because certainly, at the present time, the people, generally speaking, look on the police as their enemies. They distrust them.

4414. Then you expect that for a long time the duties of the police will continue to be disagreeable and difficult in consequence of this?—I believe they will.

4415. That is one of your arguments for an increase of pay?—It is.

4416. Is there any other argument?—There is; the increase in the cost of labour.

4417. You say that, as other people are better paid, so ought you?—Yes.

4418. *Mr. Holmes*.—Is it a fact that wages have gone up since 1874?—I believe they have in Dublin.

4419. To what class of labour do you specially allude?—Mechanics, tradesmen of all descriptions, and quarry-men. Their wages have risen since. A common quarry-potter, or a man who delivers coal, commonly called a carrier, has from 22s. to 27s. a-week,

together with some perquisites. Of course, not many of those to whom he delivers a load of coal but give him something.

4420. *Chairman*.—Does that conclude what you wish to say on the subject of pay, or do you wish to go into anything else?—No; but I may say, the feeling of the police in general is, that when the wages of those men are increased their pay should be proportionately increased, because they look upon themselves as a superior class of men.

4421. *Mr. Holmes*.—May I ask you when the police in the County Leath began to think their pay was insufficient?—They have been thinking it the last three years.

4422. That is since the agitation commenced?—Yes.

4423. *Chairman*.—Go to the next subject, please. Do you wish to say anything about allowances?—Yes.

4424. What have you to say about allowances?—The married men not lodged in barracks should have an allowance.

4425. They seek a pecuniary allowance to cover the cost of their lodging?—Yes.

4426. What would you put down as being a fair sum in your county?—I would say between 8l. and 9l.

4427. Would that enable a man to get a house or rooms?—It would not enable a man to get a house in the town, certainly.

4428. Would 8l. enable a man to get a house in your district?—In my district it would, because at present I am stationed outside town.

4429. What we want is to see how we can, by hook or crook, make things comfortable and easy. Suppose you had two married men unprovided with accommodation in barracks, would they be likely to clash together and take a house?—Yes, they do very often. I intended to add, that a house generally—a superior one that would accommodate two families—would bring at least 15l. a-year.

4430. What do you say on the subject of night allowance and allowance for absence?—With the present night allowance the men are satisfied, but they wish that it be made permanent.

4431. Have you anything to say on the subject of what constitutes a night's absence?—Yes. The men wish that at least eight hours should count a night's absence where it commences before 12 o'clock midnight and does not end till after 3 a.m.

4432. *Mr. Harrel*.—Is not the allowance for the night given in consideration of a man being expected to spend so much on his supper, so much on his bed, and so much on his breakfast?—I believe it is.

4433. And do you not think that if a man went out on duty at a quarter to 12 and returned in the morning at a quarter past 8, he might be out without incurring the expense of bed, and with only one meal?—I think he would be better satisfied if he had the bed and refreshment.

4434. Under the present arrangement, it is possible for a man to go out at 10 o'clock at night, and unless he stays out till 10 o'clock the next night, he would not be entitled to a night's allowance?—When a man goes out before 9 o'clock, and he is out until after 3 o'clock a.m., if he is out a period of twelve hours he gets a night's allowance.

4435. Then, if he went out after 9, say, at 10 o'clock, he would not be entitled to a night's allowance if he did not continue absent until 10 o'clock the next night?—No.

4436. Supposing the night's allowance was for twelve hours' absence, which included the hours between 12 midnight and 3 a.m., do you not think that that would be a reasonable arrangement as regards the hours for night allowance, and that it would cover nearly every possibility of a man being obliged to incur expense for supper, bed, and breakfast?—I believe it would.

4437. *Chairman*.—Now go to the next subject?—The men seek an allowance of about 3l. for boots.

4438. That is for two strong pairs and one light?—Yes.

4439. And 3l. would cover the cost of three pairs and something for repairs?—Yes.

Sub-Constable
British Regt.

7 Sept. 1892.

4439. Is there any other matter you wish to mention?—Yes; in connection with the allowance for plain clothes. The men hope that they will be allowed something for plain clothes, inasmuch as they are expected to have them. By the regulations of the service a man must have a decent suit of plain clothes. The men say they get a suit of clothes for between 4s. and 5s., and when a man goes on leave fourteen days or a month he wears his plain clothes without being much the worse when he comes back; but in consequence of having to wear the clothes 4 day now and again in twelve months or two years they will be unfit to be worn when he wants them for his own private use.

4440. When the men get a new suit, do they keep the old one or do they get rid of it?—The men generally take both suits home, and they seldom bring both back. They generally leave the old clothes behind.

4441. Would you have accommodations in your boxes and lockers for the second suit?—In some I might, but not in all.

4442. Therefore, there is no great encouragement to keep two suits of plain clothes?—There is not. The old ones would not be of much use.

4443. They might be of use to you to wear in the morning or evening at home?—Yes; they would do for that.

4444. But, as a matter of fact, men do keep two suits going at the same time?—Some may.

4445. What would you put down for plain clothes, taking one year with another?—Between 2s. and 2s. 10s.

4446. Go to the next subject?—The sub-constables directed me to bring under the notice of the Committee that it is their general wish that no man should be eligible for promotion until after he would have eight years' service, or about that.

4447. They ground that desire, I suppose, on this, that occasionally men are promoted very young, to the detriment of men of very long standing?—Principally that is their reason, and, together with that, when a young man is promoted, though he may be a smart man, still, as a rule, he has not a practical knowledge of the duties of a policeman; and if he goes to take charge of a station, it is the senior sub-constable of the station that has to teach him his practical duties as a policeman.

4448. Mr. Harrel.—Is this feeling on the subject of promotion as regards this particular point participated in strongly by the young men?—It is.

4449. By the juniors in the service?—It is; but it is more particularly felt by the old men who have from twelve to fourteen and fifteen years' service, because they feel there is a sort of indignity cast on them, being respectable men and good policemen with a perfect knowledge of their duties, and perhaps in some cases more qualified for the work the young men hold that is placed over them than he is.

4450. The general feeling is that there should be promotion by seniority?—Yes, very much.

4451. But, at any rate, there should be a limitation made to the promotion of young men if selected at all?—Yes.

4452. Chairman.—Is there anything you wish to say about promotion to the rank of sub-inspector?—The general feeling of the men is that there should be one-half or three-fourths of the sub-inspectors promoted from the ranks.

4453. And that would be looked upon by the men as a fair advance at the present time on the present system?—It would.

4454. What is the next matter?—There is a matter with regard to unfavourable records I have been desired to mention.

4455. You would wish to have them expunged after a certain time?—Yes.

4456. After how many years?—Some men put it forth that the fairest way would be for a man to have two years' good conduct for every unfavourable record, and others that if a man had three years' good conduct it should wipe away all unfavourable records, and in no case should it tell on a man's pension. They look on

it as very hard that for every unfavourable record, on an act of perhaps the first year of his service, he is held after he leaves the service on pension to pay 1s. a year, and if he is drawing the pension twenty years, he pays 20s. for that one act of his youth.

4457. As regards promotion, some of the men suggest that two years should wipe out each record, and others that three should wipe out all?—Yes.

4458. But if you found two men, one of whom had never an unfavourable record, and the other had some that were wiped out, and supposing they were quite equal in every other respect, do you set think the man that never had any should get the preference?—Decidedly; but that the other man should follow.

4459. In point of fact, it is only in a case of equality in other respects like that that they should tell?—Yes. The men generally would admit that.

4460. Go to the next subject?—The men complain of a senior being held responsible for the acts of a junior when on duty, except where the senior is a party to the offence.

4461. That is where the senior contributes to the offence?—Yes.

4462. Have you known cases in your own experience where that really led to practical hardship?—Of my own knowledge I have not.

4463. But you are aware the experience of the force is that has led to practical hardship?—Yes.

4464. The rule of the force has been more mildly administered on that subject for some time past?—Yes.

4465. But you would like to have some security that the rule could not be abused?—Yes, but it can be enforced at any time.

4466. Pass to the next subject, please?—With regard to retiring, the feeling of the men is that it should be optional with them to retire at twenty-five years' service, and compulsory at thirty on the full pay he draws.

4467. With regard to optional retirement at twenty-five years' service, state briefly what the reason is for that?—It would create a great deal of satisfaction and also stimulate promotion. A man getting out at twenty-five years' service is stronger, and more likely to get a situation than if he were to remain till thirty. There is another matter in connection with that. The men complain of not being allowed anything in their pension when retiring between twenty-five and thirty years beyond the pension for twenty-five years' service.

4468. That is with reference to the men who joined prior to 1856?—Yes.

4469. And has no reference to the class to which you belong—namely, those who joined since 1856?—No.

4470. Their pension increases by annual increments?—Yes.

4471. But are not the men who joined prior to 1856 on exceptionally good terms as regards the amount of pension?—They are.

4472. In fact, they have a higher advantage over you?—They have.

4473. And they want a still higher advantage by obtaining the only advantage you have as compared with them?—Well, they put it in this way, that it would create a great deal of satisfaction and would not be injurious to the service. A man often tries to get out of the service at twenty-five years if he feels he might not be able to complete the thirty, whereas if he were allowed an annual increase of one-third to his pension, he might hold on to twenty-eight or twenty-nine years, and, in fact, complete the thirty years' service by easy stages.

4474. But are you also aware that those men who have the exceptionally good rates of pension have to be declared medically unfit?—Yes.

4475. And that you, for instance, will be entitled to claim your pension absolutely, after thirty years' service, without any examination whatever?—Yes.

4476. Suppose the suggestion of permitting retirement at twenty-five years' service was carried into effect on a relatively lower pension, would it not be viewed as an advantage by the men to be placed at a shorter period of service in a position to supplement

their income by other sources?—It would; but still, I believe that very few of them would retire at twenty-five years' service if they were really able to do so longer, especially if it was optional with them at any time to retire, and that they would lose nothing by it.

4477. But is not it the last five years that generally sit most heavily on a man?—Decidedly.

4478. Then if he got out at twenty-five years' service he would be comparatively fresh to go and take some new calling?—He would be more fresh.

4479. Now go to the next subject?—The men complain of having to wear the helmet, particularly on heat days.

4480. They find it an inconvenient head-dress?—They do.

4481-2. May we take it that they disapprove of the helmet?—Not generally. It would do very well to wear it whilst under arms, at parades, or going to divine service, or in all cases where the men are in bodies, but on beat duty they consider it is very injurious to the head, and it is also very disagreeable and inconvenient when arresting a prisoner. I might say that at the arrest of a prisoner I had more trouble keeping my helmet on my head or in my hand than I had with the prisoner.

4483. Mr. Harrel.—There is a chain to this helmet?—Yes.

4484. Is that supposed to be worn under the chin or over the side of the helmet?—Whilst under arms it is supposed to be worn under the chin and when not under arms, but on beat duty it is supposed to be worn up.

4485. Chairman.—Suppose it was worn under the chin on beat duty, would it be disagreeable?—It would; but it would not be so liable to fall off.

4486. Mr. Harrel.—Are the men satisfied with the present forage-cap?—The men generally are complaining. They would wish to have something more suitable—that would keep the sun and rain off them.

4487. What sort of cap do they imagine would better keep the sun and rain off?—I heard them speaking about a cap with a peak.

4488. Like the old forage-cap of the constabulary?—Yes; something similar.

4489. Chairman.—Pass to the next subject?—The men also complain of the allowance granted for the making up of clothing being insufficient.

4490. We know what the present allowance is. What would you say would be a fair allowance for the making up of the tunic in your county?—About 7s. 6d.

4491. And for the trousers?—I would say about 3s. 6d.

4492. You think these increases are necessary from the expenditure you have to make?—I am perfectly sure I never got them made, since I joined the service, for less, and very often I paid more.

4493. Mr. Harrel.—That would be 3s. 6d. a suit more than you receive—2s. for the tunic and 1s. 6d. for the trousers?—Yes.

4494. Chairman.—Go to the next matter?—The men also complain of the loose frocks that have been served out.

4495. Do they complain of the material?—Yes.

4496. They wish to have the material of the tunic instead of it?—That would be preferable.

4497. Do they make any complaint as to the shape of the frock?—They wish that it should be more tidy than it is.

4498. Is it viewed as a comfortable garment?—It is for summer weather.

4499. It restrains a man less than the tunic?—Much less.

4500. Is there anything else?—The men complain of 8d. a-day being stopped from them when they have been for ninety days out.

4501. Is that a grievance that is very much felt?—It is not generally felt.

4502. But is it considered by the force as a grievance?—It is certainly. Men say that when the stoppage ceases to be made in the time they require extra accommodation.

4503. After so long an illness?—Yes.

4504. Do you think that the rule, as it stands, is of no use to prevent men pretending they are sick?—I could not say that it is. I am led to believe that that was the intention, but I am sure that it does a great injustice to other men. If a man were only pretending to be sick, he would be sure to resume before ninety days; and a man who was really sick would, in order, if possible, to guard against the stoppage of pay, work, even though unable to work.

4505. Go to the next subject?—The men also complain of road-amenities duty being cast upon them. They look upon it as a disagreeable duty.

4506. Mr. Harrel.—What you mean by that is bringing up persons who commit injuries to the public roads, and also those who have their cattle wandering.—They do not complain of fetching up a man who would commit an injury to the road, for they look on that as a wilful act; but they look on it as a hardship to have to summon a man for allowing his pig or goat to wander.

4507. Mr. Harrel.—Surely, if you look for an increase of pay, you ought not to shrink any duty?—It is not shrinking it; but the duty is not alone a hardship, but an injury to the service. For instance, if I am out on duty, and meet a goat or a kid, belonging to an old woman, on the road, I must summon her. Next day I may have to go and glean information on some matter in connection with the service, and perhaps that would be the person who would be in a position to give me the information, so that I could not expect it after prosecuting her the day before; and she might tell me if she had not been interfered with.

4508. Chairman.—Who would have to do that duty if you did not do it?—The road contractor, I believe, could be made to do it.

4509. Under the present law?—I do not know that he could under the present law; but, as a rule, the contractor's men are employed on the road drawing stones or clearing it, so that they have an opportunity of seeing these offences as well as the police.

4510. Mr. Harrel.—This is an offence under the 14 & 15 Viet.—It is.

4511. And I believe it is a fact that a common informer, that is to say, any one can prosecute a person?—Yes; I have seen instances of it.

4512. Although, at present at least, a road contractor is not considered by the Grand Jury under obligation to prosecute for these offences, still the obligation could be very easily added?—I believe it could, and, considering that he is paid for keeping the road in repair, it would be the least to expect he should exercise further control over it, and keep the cattle off, or prosecute the parties.

4513. Would you put it this way, that, as those offences are intimately connected with the support and keeping up of the public roads in a proper condition, they should be handed over to be looked after by the contractors, who receive the public money for keeping the roads?—If the duty were removed off the police, I could not think of any other more suitable persons than the road contractors, because they are employed on the roads.

4514. Chairman.—Is there any other subject?—The men have been complaining about the short distance a man is allowed to go from his barracks when he is not on duty.

4515. The distance at present is a quarter of a mile. To what extent would you have that enlarged?—I would say two miles would not be unreasonable.

4516. Do you wish to add anything else?—I wish to add that I know the rule is very seldom carried into effect—it is almost a dead letter; but still, if a man were reported, I do not know that he could get out of it; he would be liable to be punished, and there might be an advantage taken of him for something personal.

4517. Is there anything else you would like to say?—I do not think there is anything else.

Constable JOHN O'DONNELL, examined.

Constable
John
O'Donnell,
78 Sept., 1882.

4518. Chairman.—You are stationed in Sligo?—Yes; in the town of Sligo.

4519. For how long?—Going on six years.

4520. And you represent the non-commissioned officers of the county?—Yes.

4521. Where were you stationed before that?—At the village of Bellefleur, in the same county.

4522. How long have you been in the force?—Going on twenty-seven years.

4523. Mr. Hobson.—You are wearing a badge. What is that for?—For saving life at sea. I got it from the Royal Humane Society.

4524. Chairman.—Take the subjects in the order in which you attach importance to them, and give us your opinions. What is the first subject?—Increase of pay.

4525. What is the opinion of the men you represent on that subject?—The opinion of the men is that they should be allowed an increase of 1s. a day.

4526. Tell us the grounds on which your men ask that?—There is an increase in the cost of living.

4527. How do you show that?—There is an increase in the price of potatoes more than last year—nearly double in Sligo. The price per stone this time twelve-month was 4d.; it is now 8d.

4528. You know last year potatoes were particularly plentiful?—Yes; and they were cheaper last year than most years.

4529. But contrasting this year with former years before last year?—I do not remember any year that potatoes were so high as at present at this season.

4530. Do potatoes form a large article of consumption in the diet of your men?—No; only one meal a day.

4531. What do they cost you at present?—For myself, my wife, and seven children, they cost 8s. a day—a stone of potatoes a-day for six in family.

4532. Take an unmarried constable; what do you think potatoes cost him a-day?—It is very small.

4533. What would it cost him a-week now and three or four years ago?—2s. a-week ought to keep him in potatoes now.

4534. And what two or three years ago?—Not so much; perhaps 1s. 6d.

4535. Is there any other article in which you say there is an increase?—Bacon is dearer this year than last, or for years before. Even American is almost double in price.

4536. Is it an article of large consumption?—It is, because they cannot afford to buy beef.

4537. Take fresh meat?—There is not much change in fresh meat. There seems to be for the last month or so; but on an average I do not think there is any. Groceries, flour, and bread are about the same.

4538. Mr. Hobson.—Are the prices of food now generally higher than in 1874?—Unless in the two articles, I do not think there is any increase.

4539. Chairman.—State your next reason for the increase of pay?—The duties are more severe than for some time.

4540. The duties have increased in severity and difficulty, and in their disagreeable character for the last three or four years?—They have.

4541. What do you think of the prospects of the country becoming quieter, and the duties becoming less disagreeable and difficult?—The way things look at present, there is a prospect of their becoming quieter, and I hope they will. Still, it is hard to say what other business may start, and I don't think the well-being of the force ought to depend on the chances of the times.

4542. Have you been doing duty outside your own county?—Yes; during the agitation.

4543. Have you found that you got things as cheap outside your own county as in it?—Certainly not. We were charged excessive prices.

4544. Has there been any difference as between you and other customers in the prices charged by the shopkeepers of Sligo?—Not in the town; in the country there has been.

4545. Does that apply to men stationed in rural districts?—Certainly. Representations have been made to me on that subject since I was elected to come here, that people would not sell to the police during the agitation of prices they would get in the market. Another thing they represented was, that even people did not like to carry things, as they used previously, from market towns for the police.

4546. Is there anything else on the subject of pay?—There is. I think no ought to be placed on an equal footing with other police forces, such as the Dublin police and the English police.

4547. In ordinary times, are not the duties of a country policeman in Ireland less difficult to discharge than the duties of a Dublin policeman?—In some parts of Ireland that may be the case; but, taking them on the whole, the duties of the constabulary are as arduous and as responsible as those of the Dublin police.

4548. Are the duties as continuous as those of the Dublin police?—They are more continuous. The Dublin police are on duty at certain times, and when off duty they are their own masters to some extent. It is not so with us.

4549. Mr. Hobson.—But do you not think the night duty in a large city is much more troublesome and onerous than the ordinary duty of a policeman in other parts of Ireland?—Literally, ours is very severe.

4550. I am saying ordinary times?—In ordinary times it may have been so.

4551. Chairman.—When you talk of English police, are you aware that the pay of a London policeman is much higher than the pay of the average English country policeman?—Yes.

4552. You consider it fair that when comparing both we should take into account both town and country police?—Yes.

4553. Mr. Hobson.—You would not take the maximum pay as the standard to which the pay of your men ought to be levelled up?—I think not. I know that the men discussed the thing before we came here, and they seemed to ask nothing unreasonable, but to lay their claims fairly and properly before you.

4554. Chairman.—Would you wish to go to the subject of pensions?—Yes.

4555. Make your case?—I have nothing to complain of myself, as I came in before 1866.

4556. But you appear mainly on the part of the men who came in since 1866?—Yes; and I seek an equalisation of pensions with those who came in before.

4557. State your reasons?—They have the same duties as we have, and I do not see why they should not be on an equality; and besides, the present pension is not fit to support a man when he retires, and that has a great deal to do with the well-being of the force during the time he serves.

4558. Mr. Hobson.—But Parliament has a perfect right to alter the law regarding pensions?—Doubtedly.

4559. I suppose you admit that if the men who joined the force since 1866 were aware of their altered position when joining, they have no right to complain they were not in as good a position as those who joined before 1866?—Yes; but, as a rule, the men when joining scarcely ever think of pensions. It is when a man thinks of retiring the force his situation he commences to think of his well-being.

4560. Is he generally aware of the mean of pay he will receive when in the force?—Not until lately; but for the last few months he is, as the information has been posted up in the different districts.

4561. Do you mean a man, when leaving the depot,

and receiving a salary of 1*l.* a-week, does not know that after four years he will receive an addition to it?—Yes, an leaving the depot.

4562. Then he is aware he is under a different scale of pensions after leaving the depot?—I dare say.

4563. Chairman.—Do you wish to say anything about allowances?—I would say married men whose families are not accommodated in barracks, or married men whose families are over age to remain in barracks, ought to be allowed 10*l.* a-year.

4564. We will first deal with the men that do not have accommodation at all in barracks. You would seek for their lodging allowance of 10*l.* a-year?—Yes; on an average.

4565. There were cases where they pay less and some more?—Yes.

4566. I suppose the cases where they pay more are confined to the large towns?—Yes.

4567. You think 10*l.* a-year would be very fair?—Yes. I paid as high as 1*l.* myself in Sligo for an ordinary house, and I know several men in Sligo paying 1*l.* There are some of my children over age, whom I have to send to lodgings.

4568. The rule at present is that a child over 14½ years must go out of barracks?—Yes.

4569. You say that some allowance ought to be made for providing lodgings for children?—Yes.

4570. Suppose the rate were altered to allow the children to remain in barracks some time longer, until they should be reasonably expected to be able to make their livelihood, would that meet your view?—It would, if they were afforded sufficient accommodation; but through the country they are not.

4571. Mr. Harrel.—Could that be met by allowing the entire family to go out of barracks, and allowing another family who could be accommodated to come in?—That might be inconvenient in the rules of the force.

4572. I do not mean that, but I mean to say that at a great many stations there is a man who cannot be accommodated. If in the case of a man who has accommodation in barracks which is not sufficient for his growing family, or his grown-up family, could he not go out and take the lodging allowance, and the other man come in, if the lodging allowance were good?—Yes.

4573. Mr. Hobson.—Would there be any harmful results to the children if they were allowed to remain in barracks after the age of 14½?—I do not think there would; but I think it is a very wholesome rule that is carried out at present.

4574. Mr. Harrel.—And you are actually in that position yourself?—Yes.

4575. Are some of your children over age?—They are.

4576. Suppose there was accommodation in barracks, would you care yourself to have them in?—It would be more convenient to me on certain points, but if allowed sufficient remuneration to keep them outside, I would have them outside.

4577. Mr. Hobson.—You would not like a young girl to be going in and out of barracks?—I would sooner have her outside, if I could get decent lodgings.

4578. Mr. Harrel.—Your children who live out take their meals with you at present?—They do.

4579. But for all purposes, except the sleeping time at night, are they not at present in and out of barracks?—Yes. They come in and out of the barracks to take their meals.

4580. But they do not sleep there, or be there after a certain hour in the evening?—No.

4581. Chairman.—Give us such reasons as you think right in favour of an allowance for children when out of barracks?—When a man's family have arrived at that age it is more expensive and difficult to keep them than when young. When a man gets married he has but himself and wife, and it is not so expensive to live as when he has a grown-up family, when he must clothe and keep in a respectable way, as a head constable or constable is supposed to do, and he must meet all these demands on his present pay.

4582. Up to what age, after 14½, do you think a

man ought to be entitled to that provision for lodgings for children who are obliged to live out of barracks?—According as children grow up, and are fit for a situation, they ought to be sent away. It would be difficult to fix a period, because there would be growing up in their place.

4583. You admit it would be desirable to fix some limit beyond which an allowance should not be given?—I could not say. I instance my own case, that the probabilities are as long as I remain in the force I will have children over age.

4584. And according to your view each would have an allowance?—Yes.

4585. But suppose the eldest was 16, 17, or 18, do you think, as regards that child, it would be reasonable the allowance should be indefinitely continued?—I do not say it would when they reach a certain age and are able to do for themselves.

4586. The allowance for each one then ought to drop off?—Exactly.

4587. Is there anything else on the subject of allowances?—No.

4588. It is not always a wise thing for a policeman to marry immediately after he has put in seven years' service?—I would say so. I think seven years' service a very fair allowance.

4589. But bearing in mind that while it is right to give people leave it is not always well to encourage them, do you not think it would be fair to say, "You may if you like marry at seven years, but when you have ten years' service we will give you an allowance for accommodation out of barracks?"—I think that is a very fair proposition.

4590. It is also well not to stimulate people into marriage?—That is one of my ideas.

4591. Mr. Hobson.—I suppose you think a lodging allowance to married men would have the effect of inducing them to marry earlier than now?—It might, indeed.

4592. Is there anything you wish to add on the subject?—I do not know that there is.

4593. Go to the next subject that interests you, please?—The next is an allowance for boots.

4594. What do you think would be a fair allowance for boots, according to the experience of your district?—I think 5*l.* per annum would be a reasonable allowance.

4595. How many pairs in the year do you require?—Three pairs: two strong and one light.

4596. What do you pay for boots?—1*l.* and 12*s.* a pair for strong boots, and 1*l.* to 16*s.* for light boots. Then the repairs of these would bring the cost up to 3*l.*

4597. Passing from the question of boots, is there any other matter you wish to speak of?—An allowance for plain clothes.

4598. How often do you find it necessary to get plain clothes?—I would say every three years.

4599. Every man is obliged to have a suit of decent plain clothes?—As a rule, every man is obliged to have a suit of plain clothes.

4600. Are they called upon to use them for constabulary purposes?—Formerly they are more frequently than heretofore.

4601. What allowance do you seek?—If 5*l.* a-year were put down it would meet the thing fairly.

4602. Did I understand you to say a suit would last a man three years?—They change them every three years.

4603. But in ordinary times a suit would last a man three years?—Yes.

4604. Do you not think 5*l.* would be a large sum to allow a man for plain clothes?—I do not. It is according to the material. You would not fit yourself out with a suit of plain clothes under 7*l.* or 8*l.*

4605. Do you include a top coat?—Yes. I know a constable when it cost 8*l.* to fit himself out.

4606. Mr. Harrel.—The difficulty now with policemen is that they are like each other when in plain clothes often?—Yes.

4607. Owing to their selecting one class of clothes generally?—Yes.

Constable
John
O'Donnell.
18 Sept. 1882.

Constable
John
O'Donnell,
7 Sept., 1892.

4608. Go to the next subject?—The next is unfavorable records.

4609. You would have them expunged after how long a time?—Three years' good conduct.

4610. An unfavorable record ought not to tell against a man's pension after that?—Yes.

4611. What do you say about the effect of unfavorable records on pensions?—I would say they should not effect a man's pension.

4612. Apart altogether from three years?—Yes. He pays a heavy penalty in punishment. When it tells on his pension it tells during his life, not only on himself, but on his family.

4613. Go to the next subject?—The next is that a man should not be accountable for the acts of his subordinates. That has brought many a good man into trouble.

4614. You have known cases where men are made answerable for acts which they could not have controlled?—I have.

4615. You are aware that rule has been administered more mildly for some time past?—It has.

4616. *Mr. Holmes*.—Does the same rule exist in the army to your knowledge?—I believe not.

4617. Would you regard the fact that they do administer it more mildly as an argument that it ought to be changed?—Yes.

4618. *Mr. Harrel*.—The circumstances under which a superior is held responsible for the acts of his subordinates in the army are not analogous to the circumstances under which the same rule applies in the constabulary?—Not at all.

4619. *Chairman*.—Go to the next point, please?—The next is compulsory retirement after thirty years' service. That would be a very welcome thing to the force.

4620. On what grounds?—When a man attains thirty years' service he ought to be allowed to retire on his pension.

4621. Is it because he is past work?—Yes. He ought to be allowed the option to retire at twenty-five years' service, and be compelled to retire at thirty years' service, unless he requires a certain period to determine his rank to pension.

4622. Go the next subject, please?—The next is that the present allowance be made permanent; and as regards stationery allowance, a head constable in charge of a station is at present allowed 2s. 6s. a month, which is inadequate.

4623. *Mr. Harrel*.—It was formerly 1s.?—Yes. There is so much correspondence, it is totally inadequate.

4624. Has there been much agitation in your county?—Not to the extent that it has been carried in other counties.

4625. But there has been some?—Yes.

4626. Nothing inconsistent with loyalty or anything of that sort?—Certainly not.

4627. To what do you attribute that agitation?—The first thing I attribute it to is this, that the men were disappointed at no allusion being made to their pay or pension in the Bill before Parliament.

4628. But when they saw that the Government did mean to deal with these questions their disappointment was removed?—The effect was to quiet them. But the discipline of the force ought to be left to the officers of the force.

4629. *Chairman*.—You think that has had something to say to disturbing the force a little?—I think it has.

4630. *Mr. Harrel*.—You do not throw any imputation on the officers of the force when you say that?—Certainly not. The men have the greatest confidence in the officers of the force.

4631. Go to the next subject?—The allowance for making up clothing is not sufficient.

4632. What would you say ought to be added, taking into account the two garments, the tunic and trousers?—11s. ought to be allowed for making up the two garments. We should also be allowed a fadge cap each year.

4633. Are they satisfied with the shape of the present cap?—They would suggest a change, as it is neither good for winter nor summer. It would not keep off the sun in summer nor the rain in winter.

4634. You would suggest a cap with a peak?—Yes. I would like to have a fadge cap yearly. There is scarcely a man who has not to buy a cap for himself.

4635. Now give us your views on pension?—I think the way pensions go at present is unsatisfactory; for instance, in some counties men are promoted at five and six years' service, and in others not till twelve or thirteen years.

4636. That depends on the plan followed by each county inspector?—It does.

4637. What ought to be the remedy?—Every man on attaining seven years' service ought to be examined for pension. Have a certain test laid down, and if he comes up to that let him be placed on a list. He ought to be examined through the Civil Service, and then take his place according to seniority, if he came up to the mark.

4638. *Mr. Holmes*.—Is that with the view of getting a thoroughly impartial examination?—Certainly; and county inspectors, too, would be glad to get rid of it. I know it is the opinion of some of them.

4639. *Mr. Harrel*.—How would you propose that men outside the service would test candidates as to their professional capacity and ability?—The officers should have something to say to that. If there was a certain literary qualification laid down, place them on a list and promote them according to seniority, giving so many marks for police duties.

4640. Who would test them in police duties?—Their officers.

4641. *Chairman*.—Is there anything else you would wish to say?—We ought to have three-fourths of the promotions from the rank of head constable to be officers, and the other fourth to go the officers' sons.

4642. Is it your experience in these late troubled times that the men who rose from the ranks here show themselves satisfactory and useful officers?—They are useful officers.

4643. Do you think their experience in the ranks is calculated to make them useful officers?—Yes. As a rule, promotions in other forces are from the ranks; and I think that if the officers' sons were admitted to see parades, the remainder should be from the ranks to stimulate promotion.

4644. Is there anything else?—I think that the system of permitting back charges should be done away with, so that if a man has a complaint to make, unless he can show some substantial reason which prevented his making it at once, it ought not to be entertained.

4645. Would you wish to say anything about the employment of the men's wives to occupy their time?—I think it would be a very useful thing, any of them that could do it at some respectable calling, to occupy their time for the good of themselves.

4646. *Mr. Holmes*.—I suppose it scarcely comes home to you with seven children?—Yes; but I believe it is the general feeling of the force. There are a great many cases where men's wives would be useful to their families but for the regulations.

Sub-Constable PEREN McKINNON, examined.

Sub-Constable Peter McKinnon,
7 Sept., 1892.

4647. *Chairman*.—You represent the sub constables of the County Sligo force?—Yes.

4648. How long have you been stationed in Sligo?—About fifteen months.

4649. How long have you been in the force?—Nearly nine years.

4650. *Mr. Harrel*.—Where are you stationed now?—At Keshdown, County Sligo.

Sub-Constable
Peter McKee.
7 Sep. 1882.

4651. Begin and tell us what matters you were instructed to represent here in the order as you believe of their importance?—The first and foremost thing the County Sigo men have instructed me to state in with regard to the pensions of the men who joined since August 1866. They believe, and I believe, that the pensions should be placed on the same basis with those of the men who joined previous to 1866. They also want a substantial increase in the rate of pay.

4652. Do they ground their claim to a larger pension simply because the men who joined prior to 1866 have it?—They do not. They ground their claim to an increase of pension on the inadequacy of the present pension. After a man served thirty years in the rank of sub-constable all he would be entitled to is 37*l.* a-year.

4653. They say the pensions are inadequate?—Yes.

4654. Of course, in some few points, the men who joined subsequent to 1866 possess advantages over those who joined before, for instance, their pensions rise by annual increments?—That is a very slight thing.

4655. But I want to point out to you that it is an advantage, and also they can retire without being declared to be medically unfit when they have attained the age of 50 years?—Yes.

4656. One of the reasons why a man requires a large pension is that he has to spend his best days in the force?—Certainly.

4657. And that he is incapacitated by severe duty from occupation which will enable him to earn his livelihood afterwards?—And for several other reasons. A man who has served in the force generally works about a gentleman's place, or he cannot get a situation in Ireland, because the service is so unpopular.

4658. That exists only for the present?—I hope so.

4659. Until very recently it was not so?—It was not.

4660. Suppose a man was permitted to retire on a relatively low pension of twenty-five years' service, would he not occupy performing duty in the service during what are considered the five hardest years of duty in the force?—Yes.

4661. Are not the last five years looked upon as tending most severely on a man?—They are, and they are the five years that a man does least, and he is an incumbrance to his comrades.

4662. What would be the effect on the pensions question if men were permitted to retire at twenty-five years' service?—In the matter of money it would not be much, because a man would remain the other five years if he was to put his bones through his skin in order to get the large pension.

4663. You think he would?—I am sure he would.

4664. Are you aware of any other civil servants of the Crown similarly circumstanced to the police who get full pay and pension except the members of the force who joined prior to 1866?—I am not.

4665. Are you aware of any other police forces except the Royal Irish Constabulary who joined prior to 1866 and the members of the Dublin metropolitan police who joined before 1866 receiving full pay as pension?—I am not aware of the position of the police forces except the pay they get at present.

4666. You inquired about their pay?—Yes; but I did not find out about their pensions.

4667. Mr. Hobson.—Taking it from me as a fact that pensions are never equal to the pay in the Civil Service generally, are you still prepared to ask to be put into the same position as the men who joined before 1866?—I am.

4668. Why?—Because any other thing would be totally inadequate to support a man after leaving the service. Generally, a man after leaving the service is encumbered with a wife and family; he is not able to support himself; he is unfit for work.

4669. Taking the London men as the typical police force, if you knew as a fact that the London metropolitan police are not entitled to anything like the same rate of pensions as those who joined before 1866, would you still claim it?—I do not know much of the

London men; I take it that their pay is altogether better than ours.

4670. Having explained to you the position of the London force as regards pension, are you still prepared to ask that the constabulary in Ireland since 1866 should be placed in a better position than the London men as to pension?—I am, subject to explanation. The London men have got a very large scale of pay. We have not near so much pay as they have. I would ask that the men who joined the Royal Irish Constabulary since the year 1866 should get the same pension as the men who joined before 1866 are now getting without any reference to pay.

4671. You are asking a good deal. Do you not think your demand is rather an extensive one?—For my own part, I would not ask that my pension should be regulated according to the pay I would be drawing, but according to the pensions that the men who joined before 1866 get.

4672. Chairman.—We understand your view on that now?—It is the view of the men who sent me here.

4673. Pass to the subject of pay?—The men of the county of Sigo desired me to go in for a substantial increase of pay, say, 1*l.* a-day.

4674. Tell us what they rest their demand on?—The increased cost of living, the hard duties, and the rates of pay in other forces. They want to be put on the same level with regard to pay as the Dublin metropolitan police and other forces.

4675. Are there any details you wish to give us about the increased cost of living?—Yes. The ordinary meeting accounts, so far as I know it, has remained unchanged for the last seven or eight years; but a man is now constantly going on duty day after day, and requires a better breakfast than before; he gets eggs or a steak; and may be he requires a pint of porter, and other things like that, to keep up his constitution.

4676. The increased duty has necessitated an expenditure of more money on provisions?—Yes.

4677. Mr. Hobson.—To keep up the bodily vigour?—Yes.

4678. Chairman.—Aspet from that, do you think the cost of things has gone up?—In the most accounts as they are, for the last seven or eight years there are no such things as extras, eggs, or better lodged.

4679. Going from the subject of increased expense to increased duty, do you wish to make any remarks on that as an argument for an increase of pay?—In the part of the country where I was, the duty was increased principally in account of outrages. Since 1870 or 1877 we have had an average of eight or ten hours' duty a-day. The duties have increased, too, over the whole force.

4680. Then, on the subject of comparison with other forces, do you rely on that too?—We have as hard duty to perform as any force in the kingdom.

4681. You know the London police are better paid than many country police in England?—I suppose they are.

4682. Supposing they are, do you not think that, when you are measuring the pay of a force like yours, which is spread over towns and country, the proper thing would be to take into account both the town rate and the country rates of pay in England?—I think it would be very fair.

4683. Mr. Hobson.—Before the recent disturbed times were you able to drive money?—Yes.

4684. How much, may I ask?—I could not exactly tell. My own people were poor, and I used to send it to them. For the first four and a-half years I never took over a pint of porter.

4685. Chairman.—Go to the next subject.—Unfavourable records pass very hard.

4686. Both as to promotion and pension?—Yes; and as to every other indulgence in the force. They will delay a man from every indulgence in the force.

4687. That is a new point. You find that, first of all, unfavourable records interfere with promotion?—Yes.

4688. How soon would you have unfavourable

Sub-Constable records wiped out, so as not to have their interview with promotion?—Three years.

4688. How soon would you have the same rule observed, in order that they would have no effect to debar a man from indulgence?—I would not have them debar a man from indulgence at all, except promotion.

4689. Is it in consequence of rules they debar a man from indulgence, or is it when the sub-inspector is asked to give an indulgence to a man that he remembers there is a record against him?—I think in the latter case; for instance, I knew a man who was a constable at one time, and who was reduced. He was a married man, and he applied for liberty to sleep out of barracks. The application had to go to the county inspector, and he sent it back, saying, on account of the man's previous bad character, it could not be allowed.

4690. Now, what would you wish to have done in the case of pension?—No matter if he got an unfavourable record, and went out a month after, it should have nothing to do with regard to pension, because he pays for that in the service.

4691. Pass to the next subject?—The next thing is a lodging allowance for married men not accommodated in barracks.

4692. What is your experience as to what would be a fair allowance in the County Sligo, taking town with country?—I have not much experience of the County Sligo; I have more experience of the County Galway.

4693. Mr. Holmes.—Are you married yourself?—I am; three months. I was stationed three or four years in Texas, and I know one man to be paying 15s. for a house; that was exorbitant. I knew them to be paying 4s. or 5s. for houses you would not get your dog in; but, generally speaking, they pay from 6s. to 8s. for very poor accommodation.

4694. Chairman.—What do you think would be a fair allowance?—I think 8s. a year would be very fair.

4695. Suppose an allowance was given to men if they married when the seven years had passed, do you not think it would induce a good many men to get married who now do not get married?—It would not have the slightest effect.

4696. Mr. Holmes.—Why do you say so?—Because a man generally gets exchanged in marriage affairs before he has four years' service, and a man who has not proceeded to get married at four years' service seldom or never gets married at all in the police force. Another thing they asked me to put forward was to get liberty to marry at five years' service; but they do not want any indulgence until they have seven years' service.

4697. Chairman.—Suppose this allowance for accommodation was given to a man not at the end of five or seven years, but at the end of ten years, do you not think, in the first place, that it would induce a man to hesitate about getting married?—I do not think it would. The police are a very sentimental body of men. They would not be actuated at all by anything of the sort.

4698. Supposing the present rule permitting men to marry at seven years' service remained—the real pinch comes on a man two or three years after marriage, when he finally begins to come round him—would not it go a long way to meet the grievance, or some way to meet the grievance, if an allowance was given at ten years' service?—It would go a very long way; but the reason the men have for asking liberty to marry at five years' service is, that if a man gets married privately he is liable to be dismissed the service.

4699. What is the next matter?—The men of the County Sligo do not want to have anything at all about boots. It was mentioned in Sligo, but it was not even suggested to have it spoken of here.

4700. Mr. Holmes.—Why, do they think their present pay sufficient?—Some of the men said soldiers and militia get boots, and they did not want to have anything about it.

4701. They do not want to get regulation boots?—Yes.

4702. They thought they would get regulation boots, and preferred to buy their own boots than have regulation boots. Was that the reason?—I think it was.

4703. Mr. Harrel.—I suppose some of the men said, 'If we ask boot-money, they will give us boots'?—I think so.

4704. Chairman.—They do not want to make any claim?—The Sligo men do not want to make any claim for boot-money. I am aware the men of the counties made a claim.

4705. Go to the next subject?—Promotion.

4706. There are two questions in that. First, promotion below the rank of head constable?—We will go first from the grade of sub-constable upwards. From my own experience, in some counties men are not promoted until they have fourteen or fifteen years' service, while in other counties they are promoted at four or five years indiscriminately, according to it suits.

4707. What remedy would you propose for the uneven way of dealing with promotion?—That men who would be looked upon as eligible in other respects after seven or eight years' service should be examined for promotion; that the senior men should get promotion if he passed a certain examination, and that a man for every year's service after eight should get a certain number of marks to his credit, and that the examination should be by independent examiners. The police look upon the system of promotion as very faulty.

4708. Mr. Holmes.—Then you do not think it should be a competitive examination?—Partly.

4709. But if so, the senior men might not be the first?—He might not; but there should be a certain pass standard, and if the senior men is able to pass that, let him get promotion.

4710. In point of fact, you want a test examination?—A test examination.

4711. Chairman.—Go to the next question about promotion?—In the force in general there is a great difference of opinion about promotion to the rank of sub-inspector from the ranks. Some of them instructed me to state they would like to have all promotion, or a certain percentage, from the ranks. Others would not like to have any promotion at all from the ranks.

4712. Mr. Harrel.—There was not anything like unanimity of opinion on the subject?—There was not.

4713. Chairman.—We have heard a good many reasons given by men for promotion from the ranks. I suppose the reasons you heard from these in favour of promotion from the ranks were the usual ones that it was contrary in other forces, and created increased animosity among the men?—Yes, of course.

4714. Now, state the reasons which were given by the men opposed to promotion from the ranks?—I may say that the sub-inspectors promoted from the ranks are always prying and playing after the men. In fact, they are not gentlemen, and they annoy the men too much.

4715. They are too strict disciplinarians?—Not exactly disciplinarians in the proper sense of the word.

4716. But that it is outside discipline?—They know too much about the inner working of the force, and annoy the men about minor details.

4717. Mr. Holmes.—Is your experience of the police force confined entirely to Cammags?—It is.

4718. Chairman.—Go to the next point?—The married men are going in for a fuel and light allowance. Single men in barracks are allowed a certain amount for fire in the day-room, which generally goes the kitchen, while married men have their own house, and pay about 4s. a year for fuel.

4719. Mr. Holmes.—But you are aware the allowance for fuel and light is meant for the grand room?—Married men are hardly ever in the barracks except when they come there to go on duty. They are generally at their own lodgings. The single men have about 4s. a year in the summer time and 7s. in the winter at ordinary stations.

4720. Mr. Harrel.—But is not it a privilege of the married men to be permitted to stay out of barracks, and is not the fire there for them just as much as for

the single men, if they choose to avail themselves of it?—It is.

4721. *Chairman*.—Suppose such a thing were granted, what would you suggest?—I would suggest 6*l.* a year for fuel allowance in addition to lodging allowance. A married man is not able to submit, in any kind of decency, on his pay. I knew men before they got married able to take hold of any corner boy, and in two years afterwards, from pinching themselves, you would be ashamed to see them taking hold of the poorest corner boy in the city; they are only able to stand on parade.

4722. And, to some extent, an allowance for lodging accommodation would enable them to spend money more on their own persons?—It would.

4723. But, in your opinion, it would be desirable to give them some allowance for fuel also?—A fuel and light allowance.

4724. Have you anything to say about the allowance for making up clothes?—The men are charged more for making up uniform than they are actually allowed. A man gets 5*l.* 6*l.* for making a tunic, and, on an average, he pays 7*l.* 6*l.*. He is allowed 2*l.* for making trousers, and he is charged 2*l.* 6*l.*, and in some places 3*l.*

4725. You would suggest 2*l.* or 2*l.* 6*l.* over what they now get?—I would suggest about 2*l.* 6*l.*. In some places they would get a suit of uniform made for 2*l.* 6*l.*, and in other places they would be charged 3*l.*

4726. Go to the next subject?—Men have been, to a great extent, in plain clothes for the last few years, and they consider that they should get some allowance for plain clothes.

4727. How long do you think a suit of plain clothes, taking one year with another, lasts in your county now, with the increased duty?—A suit of plain clothes would last two years.

4728. What would you say would be a fair allowance for plain clothes?—About 2*l.* a-year.

4729. Would that cover the cost of a top-coat?—It would not; but I think 2*l.* a-year would be very fair, on the whole. Some men will be offener in plain clothes than others.

4730. *Mr. Harrel*.—But you are speaking on the average?—On the average. I often wear a suit of plain clothes in the year.

4731. *Chairman*.—Were you ever stationed in town?—I was.

4732. Have you anything to say about the regulation which compels men to have their lodgings within 440 yards of the barracks?—Yes; I think if it was extended it would be better.

4733. Would you say it would be well that the county or sub-inspector should have some discretion in allowing men to reside outside the 440 yards?—The county or sub-inspector should have everything to do with it, because they will do nothing unfair to the men.

4734. Provided he should reside within the precincts of the town?—Yes.

4735. The people are rather against you in the country. Have you ever heard them say anything about the demand to increase pay?—The people in the country districts would be pleased we should get it, for this reason, that there is not a person in the country but has some friend in the police force, and it is teaching themselves. Some people consider the Constabulary, so a body, are very unpopular, but it is quite the reverse.

4736. You think then, to a large extent, the ferment of the moment does not prevent the body of the

people from having a kind personal feeling towards the Constabulary, and an interest in their happiness?—The whole body of the people have a great interest in the Constabulary for several years. Every person of the small farming class has friends in the Constabulary, and, from my own experience, they sympathise largely with them, and always did; except through the bad agitation, when they had to be protecting process-servers and others, and, of course, that drew away their sympathy a bit. I do not know can I go into discipline?

4737. Certainly?—The men through the country generally consider it a great grievance that they should be compelled in the winter-time to have roll-call at 9 o'clock. They think it ought to be made uniform all the year round, at 10 o'clock. There is also a rule in the police force that a man cannot go beyond a quarter of a mile from the barracks, and that he cannot stop away more than two hours without leave, and he will have to tell the harness orderly where he may be found. The police believe that it is injurious, not only to themselves, but to the public interest, that they will not be allowed to overstep these bounds; because, in the first place, when a man goes out on duty paired with his comrade they will hear of nothing that is stirring, and get no information whatever, but if a man goes on his own hook for an hour or two he may hear something to the public interest. On the other hand, if a man chooses to go beyond a quarter of a mile, no matter what he sees, no matter what breach of the law, he will not be such a fool as to take notice of it, because he might be punished for a breach of the regulations himself. They consider that a grievance. They also complain of courts of inquiry; but I was tried by a court of inquiry myself, and I have nothing to complain of.

4738. We would like to know what objections your men have to the present system. Is it to the constitution of the court?—It is not the constitution of the court, because men generally have confidence in their officers. But there is a hard and fast line that nothing will be admitted in evidence except it bears strictly on the point at issue. If a man goes a round-about way, he will be stopped and told he is not speaking to the point. The men say that the weight of evidence should carry, and that the reporter of the peace might be admitted, and the evidence given to the public, and the court be open to the public.

4739. Is not it open to the public?—It is; but the public interest in the case dies out before the decision is made known.

4740. You made some suggestion that would meet that concerning reporters?—That reporters be admitted to take down the evidence, and report the inquiry as it proceeded, without waiting for the decision. At present, if a reporter attends he is cautioned that he will not be allowed to go inside except he gives a promise that he will not publish the proceedings until the Inspector-General's decision is made known.

4741. *Mr. Harrel*.—In point of fact, they never get publicity, because they are stale?—Yes.

4742. *Chairman*.—That is the rule any way?—That is the rule.

4743. And it is in force in your district?—It is in force all through Ireland.

4744. Is there anything else?—I think that is all; except with regard to courts of inquiry—some of the men think the officers should be sworn. I do not consider it necessary myself.

4745. Do the men who sent you here consider it necessary?—They do. I do not believe it would produce any material change at all.

Constable JAMES DUNN, examined.

4746. *Chairman*.—How long have you been stationed in Galway County, East Riding?—Fourteen months.

4747. Where are you stationed there?—At Ballinacree at present.

[1502]

4748. How long have you been in the force?—Twelve years and seven months.

4749. You are one of the men who joined since 1866?—Yes.

4750. Take in the order you consider important

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Sub-Constable
Peter McKean.
7 Sept. 1882.

Constable
James
Dunn.
7 Sept. 1882.

Constable
James
Dinwood,
Sept., 1882.

the questions you wish to bring before us, and give us the views you represent on them. What is the first question of importance?—The first I wish to deal with is the equalization of pensions.

4751. You seek that the pensions of the men joining since 1866 should be equalized with those who joined before that time?—Quite so.

4752. Mr. Holmes.—When you joined the force were you aware that you were under a differential scale of pension?—I was not exactly. I did not see into the thing as I do at present.

4753. When did you become aware you were on a different scale?—Possibly at two or three years' service I might have looked into it.

4754. Chairman.—Give us the grounds on which you seek the equalization?—In the first place, a man when he is discharged from the force on pension at his particular service is not so well fitted to undertake any situation and commence life anew.

4755. That is after thirty years?—Yes; and his pension under the 1866 Act is not adequate to keep him in tolerable respectability.

4756. Suppose you got out at thirty years' service as a first-class head constable, would you say that 56*l.* 1*s.* would be insufficient?—I should think so.

4757. If that argument is good, the argument is stronger for a man getting out at a lower grade?—It would be.

4758. What is your experience of men getting situations when they leave the force?—It is a local thing. If a man leaves the service in a large town where the leading men of the town become acquainted with him he generally gets a situation. But take a case in the country: a man may be fourteen or fifteen years there; he is quite unknown, and it is utterly impossible for him to get a situation.

4759. Mr. Holmes.—Is not it a fact that generally police pensioners do get employment of some kind or other?—Not generally. I have seen cases where they do not.

4760. Chairman.—As a general rule?—As a general rule.

4761. Then do you think the majority of pensioners are without employment?—I would not say the majority.

4762. Do you attribute that at the present day to the unpopularity of the police?—I am speaking of previously, from my own knowledge.

4763. Mr. Harrel.—Of those within your knowledge who have not employment at present, are the majority men who have been recently discharged from the force?—They are not; I would go back further.

4763*. How many years?—Eight or ten years.

4764. Would you say the majority of those who are not supplementing their pensions at present are men discharged since 1874?—I would.

4765. That they are?—They are.

4766. Then those are the men who have received large pensions?—I quite forget that; because the man leaving in 1874 or since it is immaterial to him whether he gets a situation or not. I think he should be able to live on his pension in tolerable respectability.

4767. Are not the men who retired on the large pensions able to live on them?—They are; but the majority of them have situations. There are two pensioners in the town where I am, and they have situations although having this large pension. At the same time I think they could live upon it.

4768. Chairman.—Do you wish to add anything else on the subject of pensions?—I would suggest that a man at fifteen years' service should be entitled to half his pension, and that he should get one-thirtieth each succeeding year after. At present the increments are for twenty, twenty-five, and thirty years' service. A man at twenty-nine years and ten months would forfeit the four years and ten months because he has not put up the thirty years.

4769. On that subject I understand your proposition about fifteen years; but on the subject of the increments by five years, are you aware that, having joined since 1866, you get the benefit of every year

in the calculation of your pension?—I did not take it in that view.

4770. Mr. Harrel.—That is so. Your pension from fifteen years is increased by annual increments, not by five-year leaps?—I did not understand that. I have been requested by the men in the force who joined previous to that Act to put forward that if the pensions are equalized they would benefit in that respect.

4771. Mr. Holmes.—Would you be content if you had the same scale of pensions as the London men have?—I am not conversant with the scale of the London men.

4771*. The London scale of pension is somewhat better than yours, but nothing like as good as the scale of the men who joined the service before 1866?—I should think that would not meet with general approval.

4772. Do you think you could expect to be put in a better position than the London men?—Would the pay be included in that case?

4773. Chairman.—You mean by that question would you get an increase of pay?—That is a substantial increase. 86*l.* I would prefer, and the men generally would prefer the pensions, and it would be a better inducement for men to remain in the service.

4774. Mr. Harrel.—Supposing a man were permitted to retire at twenty-five years' service at a relatively lower pension, would not it make up a good deal for a slight decrease or diminution of his pension by allowing him to supplement his income when getting out more vigorously?—I think not; because a man of thirty years' service is nearly as efficient as a twenty-five years' man.

4775. And if men were permitted to retire at twenty-five they might not serve till thirty?—They might not. I know they would like to have retirement at twenty-five years optional and at thirty years compulsory. Another thing they desired me to express was that they wish to do away with befitting them up to the depot.

4776. For medical inspection?—Yes. When the local medical attendant certifies that a man is unfit for service, that ought to be sufficient.

4777. That has only reference to the men who joined before 1866, because those who joined since can claim their discharge at thirty years' service without a medical certificate. I suppose it is on behalf of the men who joined before 1866 you make the demand?—Quite so.

4778. Go to the subject of pay?—We go in for an increase of pay.

4779. What increase?—I am not exactly prepared to state the sum that would be required; but I have a tabular form showing the pay of the various grades of the service compared with artisans.

4780. Make your own case?—I have averaged the artisans' wages at 30*s.* a-week for six days in the week; that would be 2*s.* for seven days. We work seven days and perhaps more.

4781. What class of artisans?—I should say a respectable class of artisans—painters or plumbers.

4782. Skilled artisans?—Yes.

4783. This is in Galway?—In Ballinacree, and it is a bad criterion; but I have taken the facts as they are.

4784. And you say skilled artisans, carpenters, and painters earn 30*s.* a-week in Ballinacree?—They average that; some of them earn considerably above it. The artisan at seven days in the week 3*s.*, his pay ranks exactly with that of a first-class head constable in our force, 1*l.* 1*s.* a-week.

4785. How long would a man be in his trade before he would come to be an artisan worth that?—He must put in his apprenticeship.

4786. But unless he is a good man, or has considerable experience, he does not at once get that pay?—He should get 30*s.* a-week at all events, considering others get 1*l.* 1*s.*

4787. Then you do not put forward the highest?—No; I strike an average.

4788. Do you wish to add anything else on the

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subject of the contrast between you and the artisans?
—I do not.

4769. Mr. Holmes.—But the artisans to whom you referred are not sure of always receiving those wages?
—They are quite sure.

4770. But surely they are sometimes out of employment?—Where I made inquiries I went into the matter of fact whether the men are constantly employed. Ballinacree is a town there are very few journeymen in; they are permanent men, and consequently they are constantly employed.

4771. But is it not the case, speaking generally, that the wages of artisans are precarious and uncertain?—I know they fluctuate. At the same time, an artisan ought to be able to turn out that weekly, because he is employed on an average ten and a-half hours daily, and can utilize his other hours as he wishes.

4772. Even supposing an artisan gets those wages always, must he not lay by a portion to meet the exigencies of his old age?—He can.

4773. You, on the other hand, have a pension to look forward to later?—Yes.

4774. Is it not right you should take that into account?—So I do; but, on the other hand, it must be taken into account I have duties of an arduous, disagreeable, and dangerous nature compared with those of the artisan.

4775. In ordinary times are a policeman's duties more arduous and troublesome than those of a house-painter, for instance?—They are. For instance, the night duty, while the artisan has done his work at 6 o'clock, as a rule.

4776. Is not an artisan working from 6 in the morning till 6 o'clock at night?—Yes.

4777. You are not working like that?—I am liable, as a matter of fact, to work at any hour. I was taken three times one night out of my bed.

4778. Mr. Harrel.—At least, whether the job is permanent or not, the provision of sickness is not taken into calculation. In sickness or in health a policeman's pay goes on?—Yes.

4779. And he occasionally gets leave?—Yes, occasionally.

4780. In normal times a policeman would get on an average, between days in the year and what he is entitled to, a month?—Yes.

4781. His pay goes on still?—Yes.

4782. There are those little advantages on the part of the policeman?—Yes. On the other hand, the artisans have societies, and they get a certain amount per week by subscribing to those societies.

4783. But there is a relative reduction from the 30s. a-week for that?—Decidedly.

4784. Do you know, as a matter of fact, what they do receive from one of those associations?—I saw men receiving 12s. and 16s. a-week.

4785. That is at the time when they require a good deal of nourishment?—Yes.

4786. So that they supply 12s. or 16s. a-week as compared with the 30s.?—They do. We pay as much on the outgoings of our pay monthly; more perhaps than they subscribe to this fund.

4787. To the Constabulary Force Fund?—Yes.

4788. That is 1½ per cent.?—Yes.

4789. Do you think it amounts to more?—I do not know more, but it might come up to it; I am not thoroughly conversant with the matter.

4790. Have you counted also how long it takes a man before he attains to the position of earning those wages; do you know that from five to seven years he has to serve for wages lower than any ordinary labourer?—Yes.

4791. And you must take that out of the forefront in coming to the average earnings?—I admit that; but I have taken the average on the very lowest scale.

4792. Chairman.—Do you wish to add any other remarks on the subject of pay?—I think that, owing to the arduous and protracted nature of the duties, the man's meeting has increased considerably; for this

reason, that when constantly employed he must get proper nourishment.

4793. That is, I suppose, as other constables have done—must allow himself an egg or meat at breakfast?—A man up all night would require a steak for breakfast, and he must take a meat dinner in the mess. I would say on an average a man gets three steaks in the week; or, perhaps, reduce the number to two for the nights he would be out. In my own station there are men going out every night constantly.

4794. Mr. Holmes.—As a matter of fact, have you saved money in the force?—I did save a little money.

4795. Chairman.—Before the agitation?—Yes.

4796. Mr. Holmes.—What amount did you save?—I could not say that. I did not keep it; I sent it home generally.

4797. Chairman.—Since the agitation began do you think there has been any saving?—Quite the contrary; I know it from my own experience.

4798. Are you a married man?—I am.

4799. Suppose the agitation stops, do you think the men will be able to save then?—It is very hard to say. It is not easy to answer that question, because I consider the police for a considerable time would be, I might say, chaotic, and parties will charge exorbitant prices whenever they can.

4800. Is it your experience that in your district you are charged more for things than other people?—It is.

4801. Instance what items?—I am not prepared to go into details; but I know as long as another party can buy a thing they will not proffer it to a policeman, and will not give it, in fact.

4802. Mr. Harrel.—Would that be confined alone to country people coming in with butter and eggs, or would you extend it to the ordinary shopkeeper?—I would not.

4803. Does he like the policeman as a customer?—He does, as a general rule.

4804. Is that disadvantage, then, confined to articles the country people bring in?—It is more confined to country stations. The men in the town have this advantage, that they may get things at market prices. The men in the country will not.

4805. Chairman.—Have you experience of country police life?—I have. I am not long in the town; I am not in mess. I do not be there at all, and perhaps the people do not know I belong to the force. My wife markets, and that is quite a different thing.

4806. Among the men who sent you to represent?—It is their experience that they are overcharged?—They are not overcharged; but things have increased. In the country they are charged high.

4807. They are overcharged in the country?—They are; because people can go into the market and dispose of their goods there, and will not go to a country policeman. The men in the town can get the goods at the market price.

4808. And the police would have to pay more in the country?—They would. The people generally extort a little in the country.

4809. If you have any other argument about pay, be kind enough to state it?—The only other thing I wish to put forward is the general wish of the men that they should be placed on an equality with the other police of the kingdom—the London police, for instance.

4810. I suppose you know the London police are more highly paid, being a town force, than many country police forces?—Yes.

4811. Do you not think it would be fair to take into account not only the high pay of the London police, but the rate of pay generally?—I do not think it would at present, considering the dangerous duties to be performed, and they perform those duties efficiently.

4812. You think the highest rate would be reasonable?—I think it would.

4813. Mr. Holmes.—What was your position in the force in 1874?—I was a sub-constable.

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Dunneil.
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4804. What was your pay before 1872?—I cannot exactly say. I joined in February 1870, and I had two years' service in 1872.

4805. *Mr. Herrel.*—34*l.* 8*s.* your pay would be?—Yes.

4806. *Mr. Babner.*—Then your pay before the increase in 1872 was 3*l.* 8*s.*?—In or about that.

4807. After 1872 your pay was increased to 4*l.*?—Yes.

4808. Were you satisfied at that time with the increase?—I was.

4809. When did the men whom you represent begin to be discontented with the rates of 1872?—Within the last three years.

4810. That is since the agitation?—Yes; because a man that could live tolerably well on his pay at that time cannot live on it now.

4811. In consequence of having to take more food to keep up your bodily vigour, and the higher prices you have to pay owing to your being to some extent an object of dislike by the people?—Quite so.

4812. *Mr. Herrel.*—As a matter within your own experience, have the men with whom you have been lately serving—I do not mean for the last six or nine months exactly, but up to that time—been usually able to send some money home?—No, they could not do it; nor within the last two or three years.

4813. It has taken all their money to support them?—It has; because when the agitation commenced in the West Riding of Galway the men were sent from where I was stationed previously to Carraroe, and they were there three months under considerable expense.

4814. Within the last five or six months has there not been a considerable relief to the force as to the discharge of those duties, and their being ordered about from place to place?—Yes; but there are men on protection duty that has turned up, and it is more arduous, because it is night duty.

4815. But do you not get 4*s.* 6*d.* a-night?—No; but 2*s.* a-night for eight hours.

4816. Why are they not allowed the night allowance?—Because they do not leave before 9 o'clock.

4817. Then they do not lose out of pocket by that?—They do not to any extent; but it is a hard thing to be out at those particular hours for 2*s.*, and if they started a quarter of an hour sooner they would be entitled to 4*s.* 6*d.* They look on that as a thing that ought to be attended.

4818. You are only entitled to a night allowance for an absence of twelve hours, including six hours between 9 o'clock and 5 in the morning?—Yes.

4819. Does that bear hardly on the men occasionally?—It does.

4820. That is to say, if a man leaves at 10 o'clock, he must be absent twenty-four hours before he gets the extra pay?—Twenty-four consecutive hours.

4821. Some of the men have proposed that the night allowance should be given for eight hours' absence; but the night allowance is to cover supper, bed, and breakfast. The men could hardly have supper, bed, and breakfast in eight hours?—What I put forward is that a man who leaves any hour before 12 midnight, and is absent until after 3 in the morning for ten consecutive hours, he is fairly entitled to the night allowance. That was the old Act, and I think it would fairly meet the case.

4822. *Mr. Hobbes.*—Before leaving the question of pay, may I ask you was it not the case that before the last three years men in the force saved something out of their pay?—They did undoubtedly.

4823. *Chairman.*—If there is anything else you wish to add about pay, add it?—I do not see that I can put forward any other thing. The night allowance is 3*s.* 6*d.*; but there is an additional 1*s.* as a temporary arrangement, and it is the wish of the men that that should be made permanent. Also with regard to the eight hours there is 1*s.* 6*d.*, and 6*d.* of a temporary arrangement, and they wish that that should also be made permanent.

4824. What is your next subject?—There is a feeling abroad that the difference of pay is not suffi-

cient between the different ranks of sub-constable, acting constable, constable, and head constable.

4825. They think that the higher grades ought to have a higher proportion of pay?—Yes.

4826. That is the first time that was mentioned. What greater proportion would you make than at present between first and second head constable?—There could not be much advance in respect of these ranks. It is very fairly met at present.

4827. Now contrast the head constable with a constable. Do you wish to make any suggestion?—I would say that should be advanced.

4828. *Mr. Herrel.*—What would you advance the constable to?—I would give him a proportionate advance, because, practically speaking, the first and second-class head constables are the one rank.

4829. You think any increase, if an increase were made, should be made relatively higher for the upper rank?—Quite so. That is the feeling.

4830. Will you go to the next subject, please?—The next would be lodging allowance for married men.

4831. There are a good many men in your district, as in others, with wives and families not accommodated in barracks?—A good many.

4832. Taking one man with another, tell us what the present rates they have to pay for lodgings are?—I think 10*s.* a-year would be fair all round.

4833. Take the town you live in. Are you accommodated in barracks?—No.

4834. Is it fair to ask what you pay?—It is; but my case is an exceptional one, for this reason, that a policeman has taken a house, and he accommodates me. He pays the entire rent of the house, 16*l.* a-year, and I pay him so much a month.

4835. About 8*s.*?—About that.

4836. But except for that in a town like Ballinasloe you would be paying more?—I would. There is another thing to be considered in Ballinasloe—as a matter where a policeman is located when the fair comes he must have.

4837. Turn out of the house?—Decidedly; because they make the rent by the house then.

4838. Do you mean if you take a house by the year?—No, but a room. A man could not take a house, because he would not have means to do that. There is another thing I would wish to advance with regard to lodging allowance in the interests of the service. As it stands, a man is not able to take proper lodgings, or lodgings he would wish to have, and he is generally located with people with whom he cannot associate. Those people are not very delicate in their questions. For instance, if you are in a country village, they will generally ask when you are going on duty, where you are going, and when you are likely to return. I think a man should be put above this, because it is not every man would be able to withstand those parties. They may have an underpinning with parties committing crime. If you go on night duty, and are unguarded enough to tell them where they will acquaint their associates, and a crime is committed where the police are not on duty.

4839. You make that an argument for a better class of accommodation?—Yes. If unable to procure a house for themselves, they should be able to get some respectable lodging where they would not be open to this sort of thing. I have experience of it myself; but every man cannot hold out about those things.

4840. *Chairman.*—Pass to the next matter you would like to mention?—For food and light we ought to have a better allowance. The men consider the present allowance should be doubled for the winter, and an allowance and a-half should be given for the summer months.

4841. You want such an allowance as will cover the expense of cooking as well as of the guard-room?—Yes. In the larger stations there is very heavy expense.

4842. Am I to understand that in some of the small stations at present there is generally some of the

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James
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ordinary Government allowance available for cooking purposes?—It is not; because it is against the regulations to cook in the guard-room.

4875. But surely you do not keep one turf vault for the guard-room fire and another for the cooking?—I know that, but the allowance would not meet the expense of the two fires.

4874. *Mr. Harrel*.—But the Chairman asked you whether in small stations the Government allowance would not leave a surplus, if the guard-room only was supplied?—It would not, because in most of the stations there are pairs of different hours of the night.

4875. *Mr. Harrel*.—Is the present allowance sufficient to provide the guard-room solely?—Surely; it would not in the winter.

4876. But would the allowance in the summer months be more than sufficient?—It would not be more, but I think it would cover the expense in summer.

4877. *Chairman*.—But when you make the demand do you contemplate getting enough of fuel from the Government for the cooking as well as for the guard-room?—I would not.

4878. *Mr. Harrel*.—If the present allowance is almost sufficient to supply the guard-room with fuel, and you seek to have it doubled, is not the practical effect of that to seek for fuel for cooking purposes?—It is not. It would not meet it in the winter nights, because there are prisoners; and there is an allowance for light asked.

4879. *Chairman*.—Go to the next subject?—The men consider that the curtailment of pay from a man sick ninety days should be done away with, or be modified to some extent.

4880. What modification would you suggest?—I would suggest that the ninety days be extended to twelve months; say, if a man is sick for ninety consecutive days within the twelve months.

4881. But at present the sickness must be consecutive?—No. A man may be sick for two months, and resume duty for five months. If a man does not do duty for the remainder he is liable to have his pay curtailed.

4882. *Mr. Harrel*.—It is within six months?—Within the half-year.

4883. *Chairman*.—State the reason why the men feel this a hardship?—The reason they feel it is that from the arduous and protracted nature of the duty every man is liable to sickness, some time or another, even in the ordinary times, and if a man gets sick at a protection post from damp or frost, it is hard that his pay should be curtailed.

4884. You know the rule was introduced to prevent malingering?—I do.

4885. Do you think the rule, as it stands, is of much use for the purpose?—I do not think it is.

4886. Go to the next subject, please?—With regard to favourable records, the men wish a pecuniary grant at present, and to leave it no more than that.

4887. *Mr. Harrel*.—Instead of counting towards promotion?—Yes.

4888. In fact, to do away with the special list?—That a substantial pecuniary grant be given. The special list has no existence at all.

4889. *Chairman*.—Do you mean a good conduct allowance?—If a man becomes entitled to a favourable record, he should get a certain amount from the reward fund.

4890. *Mr. Harrel*.—And that it should not count for promoting him?—Quite so. He is paid for it at the present.

4891. *Chairman*.—What about unfavourable records?—The general opinion is that they should be done away with after three years' good conduct.

4892. They are not to affect promotion after three years' service?—Yes.

4893. Have you anything to say as to their effect on pension?—I say they should not in any case interfere with a man's pension, for this reason, that he has paid for them, and they have retarded him in going forward in the service.

4894. And he ought not to be made pay a second

time in his pension?—He should not be made pay at all in his pension.

4895. Would you wish to say anything about promotion?—With regard to promotion, the men I represent wish that a sub-constable at eight years' service should be eligible to go forward and compete for promotion.

4896. But he is eligible now, and you propose that he should not be eligible until he has eight years' service?—Until he has eight years' service, each county to compete in itself; and if a man thought he could take a better place next year than he could go up three times, and that the maximum term of service for promotion be twenty years.

4897. *Mr. Harrel*.—And that he may take three turns?—Yes.

4898. By competitive examination on each occasion?—Yes.

4899. Might not a very deserving man, who might not be just up to the mark, be unfortunate in meeting a man better on each occasion?—To meet that I would give a man, for seniority and good conduct, a certain number of marks.

4900. *Chairman*.—Is there anything else on the subject of promotion?—The men want that the examination papers be sent to head-quarters, and the men classified according to merit, and that a list be sent round showing the position in which each man stands.

4901. Is there anything else?—The mounted men desired me to say that promotion is rather slow in their ranks. They would require more acting constables, and that men should get promotion at twelve years' service, and have the option of retiring at 45 years of age. It tells on the infantry when a mounted constable is discontinued. He blocks up their promotion. A man might be waiting two or three years for promotion, and this occurring puts him back a year.

4902. Go to the next argument?—Our men are satisfied that the select list has brought forward men of intelligence and respectability, but they wish that it should be modified to a certain extent.

4903. In what direction?—That there should be an intermediate examination between the old list as it stands and the select list, and that no man be promoted to the rank of head constable under fifteen years' service, five of that term in the rank of constable. That would bring the practical policeman to the front.

4904. *Mr. Harrel*.—You propose that a man be not permitted to compete for the select list until he has fifteen years' service, five of which must be in the rank of constable?—Yes, and that the subjects of the examination be modified.

4905. That the subjects of examination should not be so severe?—Yes; for this reason, that the men in the southern and western counties have been retarded in study by the pressure of duty, and they are kept back in the running by this treatment.

4906. *Chairman*.—Have you touched every subject that relates to money now?—There is a question about an allowance for boot money.

4907. What would you say would be a fair allowance for boot money for your own men?—From 2*l.* 5*s.* to 2*l.* 10*s.* would be very fair.

4908. Do you count in that three pairs of boots and repairs?—Yes.

4909. Have you anything to say as to the cost of making up your clothing?—The regulation allowance is inadequate.

4910. Taking one suit, a tunic and trousers together, by how much is it inadequate?—I think 3*l.* 6*d.* I know that is what I pay myself extra.

4911. Go to the next subject?—As to discipline, the men consider it a grievance that a senior man should be held accountable for the acts of a junior. I would propose, with regard to that, that when two men start from their station on a particular duty, and they go to another station, from the time they are paraded by the constable or head constable, the senior man should not be held accountable until after he is

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paraded on his return by such head or other constable, and that in the intervening time every man be accountable for his own actions.

4919. That view is grounded on this, that men are held responsible for acts over which they could exercise no practical control?—None whatever. There is another thing with regard to promotion from the rank of head constable to the rank of sub-inspector, the majority go in for promotion from the ranks exclusively; but I would say, if we got two-thirds and the remainder for officers' sons, we ought to be satisfied.

4913. You think that a concession on that subject would have the effect of stimulating the men and keeping up a good class of men coming into the service?—Quite so.

4914. Go to the next matter?—With regard to the daughters of policemen, there is a section of the regulations compelling them, after 14½ years of age, to sleep out of barracks. Provided there is sufficient accommodation in barracks, I think it would be well they should be allowed there up to a certain age.

4915. Up to what age?—I think from 16 to 17. Any man who has not done for his child up to that, it is good enough for him to put her out.

4916. It is your opinion, and the opinion of the men who sent you, that it is no harm for a girl to be in barracks?—It is; and for this reason, that she is under the eye of her parents, and it is hard to put a young girl out among civilians of an inferior class. It may be that some indiscretion would occur, but it is very rare, I am happy to say.

4917. And the danger of indiscretion outside is greater?—Infinitely.

4918. Is there anything else?—With regard to county inspectors' clerks, I would propose that a certain number of hours be laid out for the daily work—from 9 till 5 o'clock—and after that that they should get an allowance of so much per hour. It is hard for a man to sit in an office from 9 till 9 o'clock, twelve hours, as at present. Another thing, the storekeeper's pay is not adequate. He is allowed 7l. 10s., and he has to supply any deficiency in the way of clothes getting much eaten. It would take a man's whole time to keep a store in proper order, particularly in the county I represent. In addition, he is accountable for the whole working of the office.

4919. What do you propose as a remedy for that, is it additional pay or additional help?—I would say

additional pay—8d. an hour for every hour after 5 o'clock.

4920. Have you been desired to put forward that on the part of the county inspectors' clerks?—Yes; the assistant storekeeper and county inspector's clerk should get the temporary rank of head constable. It places him in a position over the constables.

4921. Mr. Herrell.—In places where experience shows there is more than one man's work, have not county inspectors' clerks got an assistant at present?—They have in some cases two, and possibly three.

4922. Go to the next point?—The constables desired me to state that the stationary allowance of 2s. 6d. a-month is inadequate, in consequence of the increased correspondence from the special resident magistrates.

4923. What do you suggest?—2s. a-month. In fact, they have to send reports daily.

4924. What sort of reports?—They have particular reports set apart for the special resident magistrates.

4925. That is about patrol?—The general state of the district. They have to send a duplicate of that to the sub-inspector, irrespective of the general correspondence of the station and sub-district.

4926. Do you approve of the 440 yards limit?—I think it could be extended.

4927. Do you think it would be a good plan to leave it to the discretion of the officers in each particular case to say where the limit might be extended?—I think it might be left to the officers. Still, in some towns, such as Tipperary, it would be highly dangerous at a late hour at night.

4928. But would not the officer be a fair judge of all the circumstances, and a man himself have regard to his safety?—I think the officer is the proper judge.

4929. Provided it be within the precincts of the town, you would leave it to the discretion of the officer?—I would, provided it be close to the town.

4930. Mr. Holmes.—Are the class of recruits you are now getting equal to the class of recruits of former years?—Not at all.

4931. In what respect do they differ?—Both in literary attainments and physically.

4932. To what do you attribute that?—To the pension, in a general way.

4933. The country people are getting more intelligent than they were heretofore?—They are pretty wide awake with regard to those things.

[The Committee adjourned to next day.]

ELEVENTH DAY.—8TH SEPTEMBER, 1882.

Present:

Mr. R. O'SHAUGHNESSY, M.P., Mr. R. W. A. HOLMES, and Mr. D. HARRIS, R.M.

Sub-Constable PATRICK MCGANN, examined.

Sub-Constable
Patrick
McGann.

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4934. Chairman.—You represent the sub-constable of Galway East Biding?—Yes.

4935. In what part of Galway are you stationed?—Longfores.

4936. How long have you been stationed there?—Thirteen months.

4937. How long have you been in the force?—Eleven years and four months.

4938. Where were you before being stationed in

Longfores?—I was in the County Down, Belfast, and the West Biding of Galway.

4939. What subject do you wish to deal with first?—The men desired me to call attention to the question of pensions as the first and most important matter.

4940. Your men seek an equalisation of the pensions of the men who came in since 1866 with those who came in before?—Nearly the same.

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4941. You say "nearly the same." Would you make any distinction between the two?—Yes. After fifteen years' service they want fifteen-thirtieths, or half, and for each additional year a man to get one-thirtieth up to his serving thirty years, when he ought to be allowed to retire on full pay.

4942. Are you aware that under present rules you and men who joined since 1866 will get your pensions by annual increments, and not by five-yearly increments?—I am aware of that.

4943. Mr. Holmes.—Are you aware that your proposition would have the effect of putting the men who joined the force since 1866 in a better position even than that of the men who joined before 1866 as regards pensions?—Yes, and they think they are entitled to it.

4944. You think to be not only in the same position as the men who joined before 1866, but in a better position?—In a more satisfactory position, so that a man would not forfeit four years and eleven months' service for nothing, as a man would if he retired at twenty-nine years and eleven months' service. We want the increment by the year, and not by five years.

4945. I put this question to a great many of the men, and I ask you, surely, as a reasonable man, you do not want to be placed in a better position as regards pensions than the men in England and Scotland?—With regard to that, it would be very hard to expect it; but I want to be put in, at any rate, as good a position as those men who joined the force before 1866, for we were harder worked than they were for the last three years.

4946. Supposing the men in England and Scotland did not enjoy anything like so good a scale of pensions, would you still desire to be put in a better position than the men in England and Scotland?—I want to be put in the same position as those who joined before 1866.

4947. If you were aware that the police forces in England and Scotland were not enjoying so good a scale of pensions as those who joined prior to 1866, would you still ask to be put in a better position than the men in England and Scotland?—I think we all have harder work than they.

4948. When you joined the force were you aware of the alteration that had been made in the scale of pensions?—I was not.

4949. When did you become aware of it?—About three or four years afterwards—at the time of the last Commission I became aware what my position would be.

4950. Mr. Harrel.—You having joined since 1866 are entitled to retire on the rate of pensions provided by that Act after thirty years' service?—Yes.

4951. And as a matter within your experience, do men feel the last five years of their service a good deal?—They certainly do. They are almost useless in the last five years. They are only a burden on other men.

4952. Of course every man would like to leave the service at a period of his life and physical fitness which would enable him to do something for himself afterwards?—He would like to go out to enjoy what he would be entitled to for some time; he would not like to die in the service.

4953. He would like to take as much bodily vigour with him as he could?—Yes.

4954. If he did retire when active and in vigorous health, he would have a better chance of supplementing his pension by some employment?—Certainly.

4955. Then, if men were permitted to retire at twenty-five years' service instead of thirty, would not the five years form a very important ingredient in the pensions question?—It would; but he would be pensioned off according to his number of years' service. Some may be sound, healthy men, but, as a rule, there is not much in them after twenty-five years' service.

4956. There is less in them after thirty?—Indeed there is.

4957. Chairman.—If you are done with the subject of pensions, pass to the question of pay. Do your men demand an increase of pay?—They want 1s. a-day increase of pay.

4958. Are you aware that it was shown before the Committee that at least in January that, before the disturbance and in quiet places, unmarried men who lived pretty moderately could save something?—They could save a little, no doubt, in quiet stations, when the country was peaceable; and I do not suppose they would ask an increase of pay if the country was now as it was then.

4959. Please to state your reasons for seeking an increase of pay?—The men are very hard worked, and want good extra food to nourish the body. At present their pay is scarcely able to provide that. I went over the mess-books, and I will be able to show.

4960. Before this trouble began were you in the habit of having a plain breakfast, or used you to add a little meat and eggs?—I used to have a plain breakfast when I was not hard worked.

4961. Do you think the custom has changed since the hard work began?—Totally. Every man has steak for his breakfast, for he is out every night. I have a statement of the expense for a married sub-constable.

4962. Is this an estimate prepared from the general experience of the force or by an individual?—It is by an individual.

(Hands document to the Chairman.)

4963. This is from a man named Stephen Connolly?—Yes.

4964. Do you know him?—No; but when he heard I was coming up, he sent me this.

4965. Are you a married man?—No.

4966. Have you considered the charges in this?—I have.

4967. Do the charges appear to you to be fair, according to the prices of the district?—I think there is nothing exorbitant, at all events. I believe they are reasonable, according to the prices of the district.

4968. This is for a married man with no family. There will be no great necessity for going through all the items. I see he has 36 lbs. of beef for twenty-four days at 9d. per lb.—14 lbs. per day?—That is for himself and his wife.

4969. Allowing meat nearly every day?—Yes, except Friday.

4970. Three-quarters of a pound each, or 1½ lbs. between a man and a woman. He puts it down at 9d. per lb. Is that what you pay in Galway for beef?—At contract prices in Loughrea we pay only 7d. per lb. We have contract prices for all the year round; but he does not live in Loughrea.

4971. How many men have you in Loughrea?—There are about eighty men. We have six or seven stations now.

4972. Do all those join in one contract?—There are two barracks and one hut.

4973. Each makes a contract for itself?—Yes.

4974. What is your experience as to the price of beef in Galway when you do not get it by contract?—It is about 10d. If I wanted to get a steak for myself without contract I would pay 10d. or 1s. per lb.

4975. He makes a total expenditure of 72s. 12s. for the year?—Yes.

4976. If this sub-constable's expenditure is 72s. 12s., would not it follow that he must have some means besides his pay?—That is what I was thinking; but I had not time to communicate with him. With regard to the last item (clothes for himself and his wife), probably it would not be unreasonable if he did expend it. What he puts down is 6s. a-year for his wife's clothes. The missing is, however, the principal thing.

4977. The total monthly cost of messing for himself and wife, including house-rent, is 4s. 10s. 7d.,

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and he forgets to be added for beer, which he introduces in a later part of the account. He includes a suit of plain clothes, bringing the entire amount to 75l. 15s. 6d.—Yes.

[The following is the account:—Monthly account for married man, no family: 2l. 10s. tea, at 3s. 6d., 8s. 9d.; 1 stone sugar, 6s. 8d.; bread, 10s.; 36 lbs. beef for twenty-four days, at 9d. 1b., 14 1/2 lbs. per day, 1l. 7s.; fish or eggs for six days, 9d. per day, 4s. 8d.; potatoes, 10 stone, 6d. per stone, 5s.; eggs, three per day, 5s.; 6 lbs. butter, at 1s. 9d. per lb., 7s.; milk, per month, 3s.; vegetables, 1d. per day, 2s. 6d.; pepper, salt, onions, &c., 1s. 6d.; fuel and light, 10s. 6d.; house-rent, poor description, 10s.; total, per month, 4l. 10s. 7d., multiply by 12, 59l. 12s.; boots for self and wife, 3l. 12s.; clothes for wife, 6l.; shirts, socks, and drawers for self, 1l. 10s.; sundries, including soap, black, &c., 1l. 10s.; forgot above, one pint of beer daily for dinner, 5s.; total amount, 72l. 12s.; one suit of plain clothes per year, 3l. 3s., 75l. 15s. *SIR JAMES CONNELL, R.I.C., Killinore.*]

4978. Have you any remarks to make about the daily expenditure of a sub-constable unmarried and living in barracks?—I have the monthly expenditure, having at Main-street barracks gone over the men-books myself; general wages, 1l. 8s. 8 1/2d.; butter, 6s.; extras, including steak, cheap, eggs, &c., 6d. a-day, 12s. 6d. They are allowed a canteen, and, taking beer for dinner, or two pints in the day, 10s. 6d.; for boots, shirts, drawers, socks, towels, handkerchiefs, cooking stoves, scrubbing brushes, mats, black lead, soap, blacking, &c., 11s. 6d., having made up what we thought these articles would reasonably cost throughout the year, and divided the result by 12; tobacco for the month, 4s., making the total monthly expenditure 4l. 5s. 10 1/2d.

4979. In the quiet times can you say which of these items would be smaller than at present?—The extras and the beer money. A man would not require any beer, in fact.

4980. Mr. Malone.—With reference to the item of expenditure on tobacco, you are surely not serious in including that amongst the expenditure you think the State ought to pay for?—No; but at the same time it is an expenditure if a man smokes.

4981. Chairman.—What other arguments have you for an increase of pay?—That we are entitled to it on account of the hard work. If we were entitled to a certain amount in the year 1872, when nothing was to be done compared to the present labour, we are entitled to more now.

4982. If it was an ordinary annual increase of labour that argument would not hold?—But the thing has been going on a long time, and the men have become discontented. They think they are not paid according to their labour.

4983. You see half-a-dozen fairs or races, or an increase in the population of your towns, would not be a reason?—No, but the enormous increase of labour, and that it has continued so long.

4984. But surely if the country gets a shade quieter things may go back to some extent to their former state?—They may.

4985. Mr. Malone.—I go beyond the Chairman, and I may not only to some extent but probably to a still better and quieter state of affairs?—It will be a long time before the duty of the police is relaxed.

4986. Chairman.—I am not excluding the idea of an increase of pay at all; but inasmuch as the increase of labour is an increase that may disappear, do you not think that to some extent the demands of the men would be met by allowances for the cost incurred by increased labour?—Certainly not. They are satisfied with the allowances, with some slight objections.

4987. You think it would be impossible to deal with the question by allowances?—I think it would.

4988. Mr. Harrel.—You say that you granted the claim of the men for an increase of pay at present on increased expenditure?—Yes.

4989. And what you handed in represents a fair account of your expenses at that increased rate of expenditure?—Yes.

4990. You include boots, shirts, drawers, and such things, and also beer and tobacco; and the total comes to 4l. 5s. 10 1/2d.; we will say 4l. 6s., which is 51l. 12s. a-year?—Yes.

4991. Do you not receive in pay and allowances—not very much perhaps—but something in excess of that at present?—I do; but there are other sub-constables receive nothing in excess of that, those after six months' and under four years' service.

4992. Is not the lowest grade of pay 51l. 7s.—Yes.]

4993. And he has some allowances after that?—Something for straw.

4994. Everything a policeman requires is included in this estimate?—It is not. Stationary is not included, and a man may have to write home to his father and mother.

4995. As far as you are concerned, your pay would cover this expenditure?—It would, but I would have no pocket-money. I would be merely working away for what I would eat and drink. A man would want a few shillings to spare beyond paying for his necessities in his monthly mess.

4996. Mr. Malone.—Is not this the case, that before the last three years you found no difficulty in living within your pay?—We did not find such a difficulty before those three years.

4997. As a matter of fact, did you save money prior to those three years?—During my whole time in the force for eleven years and a-half I saved something about 30l.

4998. Was there an inroad made into that during the last three years?—10l. went out of my pocket.

4999. How much did you get from the vote the other day?—34l. 6s.

5000. Then you were repaid your expenses and had a little in hand?—Yes.

5001. Chairman.—The balance between the 10l. and the 34l. would probably represent roughly what, if things had remained quiet, you would have saved during the time?—Yes.

5002. Mr. Holzer.—In point of fact, the money that you spent in consequence of the state of the country would in ordinary times have been saved?—It would, of course, and I might add to the 30l. but for the hard work, because I have been in the thick of the fight for the last three years in the East Riding of Galway.

5003. Mr. Harrel.—Is it not so that when a man speaks of a policeman's savings he does not take into account certain sums which from time to time, be they small or great, he may send to his family, and spend on leave with them—policemen are good sons?—As a rule they are. I cannot speak with regard to leave. I have not been on leave for the last seven years; I would not get leave.

5004. I am not asking you with regard to leave, or what personally you may have done or not done; but though men would not save money they may occasionally help their friends?—I am taking all into account—what I sent home and what I saved. I may send home a couple of pounds at Christmas to my mother.

5005. Chairman.—If you have no other argument about pay, go to the subject of allowances. You are aware there are allowances in existence at present which have been lately increased. Have you any remarks to make about them?—Yes. In the first instance, I want the present allowances to be made permanent; and next, with regard to the nightly allowance of 4s. 6d., that it be for ten hours, the same as under the old scale in respect of the 2s. 6d., namely, a period of ten consecutive hours, that will not terminate till 3 a.m., to constitute a night's absence.

5006. Mr. Harrel.—The allowance at present for a night's absence is 4s. 6d.?—Yes.

5007. A fairly liberal allowance?—Yes. They have no complaint with regard to that.

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5008. The allowance for a night's absence is made usually to cover what a man will spend for supper, bed, and breakfast?—Yes.

5009. Do you think now that as a rule ten hours' absence, ending at or after 3 A.M., would involve such an expenditure?—It may or may not.

5010. I suppose there are instances in which it might, but generally if a man came home at 3 o'clock he would not have spent the money on bed and breakfast?—He might spend it otherwise.

5011. But if he were absent from his station only ten hours the chances are he could not eat much more than one meal?—That is a fact.

5012. No doubt a hardship is found to arise from the fact that a night's absence must consist of twelve hours, at least six of which are contained between the hours of 9 o'clock at night and 3 in the morning?—Yes. These are the limits at the present time.

5013. Then a case might arise in which, if a man was ordered out of his barracks at half-past 9 at night, unless he remained absent until half-past 9 the next night, or twenty-four hours, he would not be entitled to the night's allowance?—He would not according to the present scale; he would only get the daily allowance.

5014. In practice, then, would not a modification of that rule to this extent be satisfactory—namely, that a man should obtain the night's allowance for any twelve hours in which were included the hours between 12 o'clock midnight and 3 o'clock A.M.?—Yes, to go out before 12 o'clock midnight and not to terminate till 3 A.M.

5015. But I say any twelve hours including the hours between 12 midnight and 3 A.M. should constitute a night—that is, if you went out at 10 and came in at 10 next day you would get it; or if you went out at 6 in the evening and came in at 6 in the morning you would get it. Do you not think that would be a great improvement?—It would be an improvement; but the men would rather that it should be ten hours. It is very hard to get the 6s. 6d. They seldom or ever get it unless they are away altogether from their station.

5016. Their absence from the station is on protection duty, or under similar peculiar circumstances?—Yes. Many a man is in a drain or ditch during the night, and he wants something to restore him when he comes back.

5017. That is not, after all, compensation for expenditure during the night, but for the onerous and severe duties?—For the onerous and severe duties.

5018. *Chairman.*—Go to the next allowance?—The men desire that the daily allowance be made permanent—1s. 6d. for eight hours and 2s. for twelve. They want an allowance of 10l. per annum for married men not accommodated in barracks.

5019. You are not married?—No.

5020. Do you think the giving of this allowance would have the effect of hurrying men into marriage?—I do not believe it would.

5021. *Mr. Holmes.*—It would induce a man to make up his mind?—It might have a little effect; a man might have an inclination to court the money allowance, but I do not think it would have any great effect.

5022. *Chairman.*—Go to the next, please?—The next is an increased allowance for fuel and light. The present allowance is for a head-quarters station, 15s. in winter and 12s. in summer; the men want 30s. in winter and 12s. in summer.

5023. *Mr. Harrel.*—You say there is a large number of men in the station at Loughrea?—Yes.

5024. Are they receiving only the ordinary allowance?—Only the ordinary allowance.

5025. Do not the Regulations admit of the Inspector-General approving of a larger allowance?—I believe he can.

5026. Have they ever asked for it?—I could not say that. Whether they have or not, they have a

single allowance. I took the cost for December and July. In the month of December the amount for fuel and light was 21. 15s., and last July it was 22.

5028. *Chairman.*—This is altogether for the guard-room?—For the guard-room and cooking purposes.

5029. Then in the demand you make you go on the idea that the expenses of cooking-fuel ought to be taken into account?—Yes.

5030. That would involve a change from the present Regulations, in which there is no intention of making an allowance for cooking purposes?—Yes.

5031. To the allowance at present given you are virtually adding another, namely, an allowance for fuel for cooking?—I do not want to advocate that, but I am giving you the cost for those two months.

5032. When you put down that as the amount in December, was it not incurred both for cooking and the guard-room?—Yes.

5033. How much of that went in the guard-room fire?—More than the half of it; there was only one fire kept in the kitchen, but the lights was kept for the use of the guard, and all over the barracks; there is always a fire kept lighted in the guard-room.

5034. Would you say three-fourths of that was used for the guard-room?—I would.

5035. *Mr. Holmes.*—You are aware that the present allowance is only intended to be for the guard-room?—I am; but that allowance is inadequate.

5036. For the guard-room?—Certainly.

5037. *Mr. Harrel.*—Have you gas in this large barracks?—No.

5038. The passages are lighted?—Yes; the two halls; and the guard-room is a pretty large room; there are thirty-three men in the place.

5039. *Chairman.*—Go to the next subject?—The making-up of clothing.

5040. What does it cost you at present to get a tunic and trousers made up?—About 11s. the last time.

5041. The combined allowance for these two articles is 7s. 6d.?—Yes.

5042. Therefore you seek an increased allowance of 3s. 6d.?—Yes.

5043. Do you think that is a fair average extra cost for your district?—I am perfectly sure of it.

5044. Pass to the next subject you wish to deal with?—Unfavourable records. I think they ought to be expunged after two years' good conduct, so that they should not affect pension or promotion, or, in fact, affect a man in any way.

5045. Suppose there was a case where there were two men perfectly equal in every other respect for promotion, but that one of them had some of these unfavourable records against him, what would you say?—If it was within two years, the man without unfavourable records should be preferred.

5046. Then you would wipe them out altogether after two years' good conduct?—Yes; because it is laid down in the Code that after two years' good conduct a man is eligible for promotion, and if they are ever to be wiped out, they ought to be wiped out then.

5047. You connect the time of eligibility for promotion with the time to wipe them out?—Yes.

5048. Perhaps you would like to say something about promotion?—The man I represent wants that seriously should be taken into account where the seniors are found to be eligible; that no man should be promoted under eight years' service; and that there should be a uniform system throughout the entire force. In some cases, for instance, in the County Down, men are promoted at six years' service, but in the County Galway a man would have fourteen or fifteen years' service before it would come to his turn.

5049. Do you mean by that that there should be the same system in every county, but that promotion should go on in every county by itself, or that

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promotion should go on all over the country?—All over the country, the same as the seniority list of head constables; you could not have it uniform otherwise.

5050. I suppose it is your experience that the length of time it takes a man to get promoted ordinarily in a county depends very much on the views and management of the county inspector?—Exactly, and the sub-inspector too. Promotion is all by selection at the present time, and it has given dissatisfaction. The men want to have those entitled to promotion, if found fit for it, promoted on a uniform scale.

5051. So far as I can understand from the witnesses, there is no imputation of unfairness on the county or sub-inspectors, but their ideas of promotion are different; there is no idea that they intend to be unfair?—No; the idea is that they may not intend to be unfair, but, at the same time, a great many consider that the system of promotion is not giving satisfaction.

5052. Mr. Harrel—You say that the minimum service at which a man should be allowed to present himself for examination is eight years?—Eight years.

5053. I take it, then, that the qualifying examination should be not only a written one, but also a trial case one in a man's knowledge as a policeman?—Exactly.

5054. How would you propose to examine him?—Let the questions be sent to the head-quarters of the county, and the men examined upon them, the county inspector having nothing to do with the questions but to send them up to the Castle again, and the Inspector-General can arrange his list from the result.

5055. The examination in police duties should be by the county inspector?—It would entail trouble. It could be in writing at the same time, selecting the questions from the "Manual," and the men writing the answers.

5056. Are you aware that in printing matters of that sort the Civil Service Commissioners have to change the papers for every examination, or else one man might have an advantage over another?—They could do that. Of course the examination would be under the supervision of the county inspector, and he would see that there was no copying going on, but that every man was working on his own book. With regard to the promotion of constable to head constable, they want to have the select list, the special list, and the seniority list abolished, and have instead an intermediate system—that a man should be, say, five years in the rank and fifteen years in the service before presenting himself for examination.

5057. Your view is that that service in the rank and in the force should qualify him, but having so qualified him, how would he become eligible?—Examine him on the same principle that I have brought under your notice for promotion from sub-constable to constable.

5058. Then, having regard to his fitness, he would also be promoted by seniority?—Yes; on a like principle to that in the case of the others.

5059. Chairman—What is the next subject?—They desired me to state that they want all promotion from the ranks to the office of sub-inspector.

5060. They wish all from the ranks?—Yes.

5061. Is that the general opinion among the men you represent?—It is the universal opinion.

5062. Is it your experience and theirs that during the last troubled times the men who have been promoted from the ranks to the post of sub-inspector have been efficient officers?—I am sure they are, and they are more experienced policemen.

5063. Go to the next point?—The next is favourable records. They want to have the favourable records abolished, and if a man displays any more zeal, tact, or intelligence than an ordinary

policeman, let him be rewarded pecuniarily, and not by promotion.

5064. The effect of that would be to bring promotion more under the operation of seniority and of the examination list?—Exactly so.

5065. And to make it more uniform and less free from a variable standard?—Exactly; and every man would be entitled to promotion, if qualified, at a certain time.

5066. Mr. Harrel—Have you thought of this point in connection with general promotion, that, in keeping a general list at head-quarters, the first man on the list might be stationed in Clonsilla, while the first vacancy might be in Antrim, thereby entailing an immediate transfer to fill the vacancy?—I have; but in the management of that it might be carried out by the same principle as that adopted by the Commandant in allocating recruits to counties; as far as they can the men might be kept near their own counties.

5067. But if a man was liable to be transferred even out of the county, without regard to his inconveniences in being transferred to a great distance, would not the system of transferring a man to a vacancy irrespective of county militate against the advantages derived from local knowledge, and keeping him in the county he knows?—It might if he was a man of good experience; but a constable, when promoted to the rank of head constable, is liable to be changed to another county.

5068. The number of head constables are few compared with the number there would be promoted from acting constable to constable?—They are few, no doubt.

5069. Chairman—Go to the next point?—They want 5s. a-month for boots.

5070. How many pairs in the year do they require?—Three and four. I know men to expend 5l. a-year on boots.

5071. You pay about 14s. per pair for boots?—At a general rule, 12s.

5072. For the strong boots?—About 14s. for the strong boots, and about 12s. for the lighter boots.

5073. You put something down for repairs?—We have to pay for repairs; but if the 5s. a-month were granted it would meet all.

5074. Is there any other allowance of that kind?—With regard to plain clothes, the men want 1s. per day when they wear them, the whole amount not to exceed 5l. a-year. When in Loughlin I was out 42 for the wear and tear of my clothes. I was employed night and day in plain clothes for six months. I had to buy special clothes for the night duty.

5075. Do you think your experience has been felt in and about Loughlin by other men?—It has been very much felt. They were wearing plain clothes night and day for six months.

5076. You propose the men should get 1s. a-day for every day they wear plain clothes on duty?—Yes.

5077. Is not it a fact that there are some places where men are not employed in plain clothes more than twice a-month?—That is a fact.

5078. Do you think what you propose would give satisfaction in a quiet place like the County Down; that would only mean 24s. a-year?—I believe it would.

5079. You think ten men employed on duty in plain clothes twenty-four times in the year that would be considered a fair allowance?—I am certain it would.

5080. Mr. Harrel—You are frequently employed in plain clothes, and your proposition would meet your individual case; but others will say, "The rules of the service require that we should be prepared to put them on at any time, and 24s. would not be an adequate provision for that."—The only thing we want is for the wear and tear of plain clothes in the public service.

5081. Chairman—Pass to the next subject?—The

next is courts of inquiry. The men would like the officers to be sworn, and the press admitted, and the evidence to be published as the case goes on. They would also like that every facility should be given for the admission of the public. The public are admitted at present, but in a way that they do not know they are allowed to go in. The decision of the court ought to be according to the weight of evidence, and a man should not be considered drunk except he is unfit for duty.

5082. Do you seriously suggest that if a man had the sign of liquor on him when he was on duty that ought not to be looked upon as unfit for duty?—I consider that unfit for duty. It is laid down in the Code that the slightest departure from sobriety is drunkenness. If it is proved that a man has a single "half-one" in him, although there is no sign of drink on him, and although he may be perfectly sober, under the present regulations he is liable to be punished.

5083. Surely that must be an abuse of the regulations?—That is the impression of the men.

5084. If you take one or two and they do not affect you, it is no proof you are drunk?—I am almost sure to be punished.

5085. Mr. Harrel.—I am sure you intend to convey what is correct and right. The regulations on the subject of drunkenness are very strict?—They are.

5086. And I am sure that every well-meaning member of the Royal Irish Constabulary would wish that they should continue strict?—They certainly would.

5087. The regulations provide that a man shall be considered drunk when there is in his appearance, or demeanour, or conduct, that which gives evidence of the slightest departure from sobriety?—Yes; exactly.

5088. But, as a matter of fact, is the evidence necessary to prove departure from sobriety not only evidence of the liquor he may have taken, but in addition to that his demeanour and the effect of it on him?—Yes.

5089. *Chairman*.—Surely it would follow that the mere fact that it was proved he had taken a glass of whiskey would not be enough to convict him, unless there was something in his demeanour to show he had taken the whiskey?—A case of it never came under my notice.

5090. Go to the next subject?—The responsibility of a senior for a junior, in case the junior got drunk.

5091. It often happens that a man would have no control over his comrade?—Yes; if he wants to get drunk he can, in spite of him. He can carry the drink in his pocket. That is a great grievance.

5092. What is the next subject?—Mounted men ought to be allowed to retire at 45 years of age, when dismantled; and they want a more rapid system of promotion, say at twelve years' service.

5093. Is there anything else you wish to mention?—That married men's wives be allowed to work at a respectable industry in their own houses, for instance, dressmaking.

5094. You would not seek to have them permitted to carry on public business?—Certainly not, and I would have no one in the house except her own family.

5095. Have you anything else to suggest?—That the area of land or garden for a married man be extended from 10 to 20 perches.

5096. Is that to enable them to make money?—No, but for the purpose of living on it themselves.

5097. What is the next matter?—Under the present regulation a man can take two hours to himself when not required for duty, but he is not to go more than a quarter of a mile from the barracks.

5098. Is that rule adhered to?—It is in a great many instances. I know instances of stones being put at a quarter of a mile from the barracks, and a man on the look-out to report those who went beyond the limit. That was at Maam, County Galway.

5099. What is the next point, please?—The barracks orderly ought to be allowed to sleep until 7 A.M. in the winter, instead of getting up in the dark mornings at 6 o'clock without necessity.

5100. Have you anything else to suggest?—I have nothing more to say with regard to the county force, but as I am attached to the reserve, you may wish to hear something about that branch of the force.

5101. Mr. Harrel.—That is why you have been in so many places?—It is. We of the reserve are harder worked than others in the force; we are sure to be sent to disturbed localities.

5102. *Chairman*.—Have those frequent changes any effect on your expenses?—Certainly; we are sent to new stations, and have to buy new cooking utensils, and we might not be three weeks in a station when we would be changed.

5103. Therefore, for hard work, what increase would you ask?—I would say 5l. in the year, and they are well entitled to it.

5104. You have come into contact with a good many reserve men?—I have.

5105. Have you discussed this matter with them?—I have.

5106. Then, we are to take you as representing their views?—Those of the reserve in the West Riding of Galway, some twenty or twenty-two.

Constable EDWARD SCOTT, examined.

5107. *Chairman*.—You represent the non-commissioned officers of Derry?—Yes.

5108. What is the strength of the force in Derry?—Seventy-five, all told.

5109. Does that include the extra force?—No; there is what we call the rural force attached to the city, divided among three stations. The men for street duty number seventy-five in all. There are, besides, eight cavalry men, whom I have not included in the seventy-five.

5110. Mr. Harrel.—But seventy-five is the actual strength of the force there?—Yes.

5111. Do you know what the Government grants is, and then the extra force for which the Derry people pay one-half?—Seventy-five.

5112. *Chairman*.—Take the things in the order you consider them of importance. What is the first matter you wish to bring under our notice?—Pensions.

5113. I suppose you ask for those who joined since 1866 pensions equal to those who joined before 1866?—Yes.

5114. Are you a man who got in before 1866?—I am a man of nineteen years' service.

5115. Give us the reasons for the demand?—A man who joined on the 8th August, 1866, is entitled to his full pay at thirty years' service, but a man who joined on the 11th will be only entitled to two-thirds, or something less.

5116. Then, as I understand, you put it on the ground of the inequality between the two sets of men?—Yes. In consequence of that a grievance exists among the men who joined since 1866.

5117. Be kind enough to mention anything else you rely on, putting your demand from any other point of view you wish?—There is no particular point that is a general grievance with the men.

5118. Do you think the men who joined since

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Patrick
McGinnis.
8 Sept., 1882.

Constable
Edward Scott.
8 Sept., 1882.

Concise
Edward Smith,
8 Sep., 1892.

1896 made inquiry when they were joining as to what their pensions would be?—I think there are men who joined without making any inquiry even since that.

5118. I suppose they made no inquiry about pensions at all?—I would say one in every three made no inquiry when joining; but they are better paid now than three years ago when they came to offer themselves as candidates.

5119. You are aware that under the regulations of the London force and all the English forces none of the men get full pay as pension on retiring?—I am.

5120. What reason do the men who got in since 1896 give for seeking a rate of pension higher than the rates of pension given at the present day to forces all over the kingdom?—The reason they assign generally is that they perform the same duties as the men who joined previously to 1896.

5121. Then they argue that the comparison ought to be with their own comrades, and not with the men of other forces?—That is their opinion.

5122. *Mr. Hobson*.—Supposing a man on joining the force since 1896 was aware at the time of his joining of the alteration, do you think that he would have any ground now to ask to be put in the same position as the men who joined before 1896?—If he knew what he would be entitled to after a certain service, I would say not.

5123. To use a legal phrase, he would be a purchaser with notice?—Certainly.

5124. *Chairman*.—I suppose the next subject of interest would be a permanent increase of pay?—Yes.

5125. What permanent increase do you seek?—The men appear to think they are entitled to the same scale as the English forces, and also the Dublin metropolitan police force.

5126. Is the first place, have you made yourself acquainted with any particular scale of English pay?—No.

5127. What we mean to do is to institute an accurate inquiry into the conditions and pay of a variety of English forces, and our Report will show that we have borne that in mind. You are aware that the London police receive a higher rate of pay than the others?—Yes.

5128. You are aware that the English rural police generally receive a smaller rate of pay than the metropolitan police?—Yes.

5129. Is striking a rate of pay for a force like yours, which is both town and country, do you not think it fair we should consider all the rates of pay in England as well as the metropolitan rate of pay?—That would be just, no doubt.

5130. You claim a rate of pay equal to that of the Dublin metropolitan police?—Yes; that is the opinion of the men I represent.

5131. I will take a man in a quiet part of the County Derry, where there has been no disturbance, see his duties as heavy and disagreeable as the duties of the Dublin metropolitan police, or do you think he has an easier life?—For the last two years, at least, I believe the duties are not easier on the police in any part of the country.

5132. Do you wish to say anything more on the general subject of pay, as to the cost of living, or anything of the kind?—As regards myself individually, I am a married member of the service. So far as the pay is concerned, I can live on it, but I can do no more. The estimate I make out is beyond what my pay would allow me to have.

5133. You produce an estimate of a single man's expenses for a month of thirty days, and you make it out to be 4*l*. 13*s*. 10*d*.?—Yes.

5134. That is for the city of Derry?—Yes.

5135. You have $\frac{1}{2}$ lb. of beef daily at 10*d*. per lb.?—Yes.

5136. Is 10*d*. per lb. the average price you pay?—That is the average price we pay in Derry for beef.

5137. Do the men in Derry contract or deal without contract?—They generally contract.

5138. Do they pay so high a price as that with a contract?—They do.

5139. Derry is a place where you have all the disadvantages of a town in the price of provisions?—Provisions are not much dearer than they would be in a rural district; some commodities are.

5140. For instance, meat?—Meat is dearer in Derry than in the country places, but it is generally of a better quality.

5141. You have 2*s*. 6*d*. of tea at 3*s*. 6*d*. per lb. Do you find it necessary to pay 3*s*. 6*d*. per lb. in Derry for tea?—Yes. I pay that myself, and we all generally deal in the one establishment.

5142. I see you have tobacco, 1*l*. 6*s*. at 4*s*. 6*d*. per oz.?—Yes, for a man who smokes.

5143. Have you any objection to this being headed in?—Not the slightest.

5144. I see you have an estimate for a married man having two of a family for thirty days?—Yes.

5145. You make that 7*l*. 13*s*. 6*d*.?—Yes.

5146. You include in that house-rent and taxes, 1*l*. 5*s*.?—Yes.

5147. That item would come from a married man who was not accommodated in barracks?—Yes.

5148. How long have you been stationed in Derry?—About four years.

5149. Where were you before?—In the county of Derry at Magherafelt, and previous to that in the County Donegal.

5150. How long are you married?—Eleven years.

5151. How long in the force?—Nineteen years and five months.

5152. Were you able to save money at all in those country stations before the disturbed times came?—I would say I could save a little. A single man could save a little.

5153. Am I to understand that a married man would find it hard to save?—A married man could save none.

5154. But a single man in quiet times could save?—Yes.

5155. In the city of Derry could men save in quiet times?—Yes.

[Account of a single man's expenses for a month of thirty days:— $\frac{1}{2}$ lb. beef daily, at 10*d*. per lb., 1*s*. 8*d*.; bread, 3*d*. daily, 7*s*. 6*d*.; 5 lbs. butter, at 1*s*. 4*d*. per lb., 6*s*. 8*d*.; 5 doz. eggs, at 10*d*. per doz., 4*s*. 2*d*.; 22 oz. tea, at 8*s*. 4*d*. per lb., 4*s*. 7*d*.; 7 lbs. sugar, at 4*d*. per lb., 2*s*. 4*d*.; milk, 4*d*. per day, 1*s*. 3*d*.; potatoes, 3 stone daily, at 6*d*. per stone, 3*s*. 9*d*.; stumbrant and milk for night, 4*s*.; vegetables, pepper, salt, and mustard, 3*s*. 6*d*.; extra coal and gas, 2*s*.; cooking and washing, 5*s*. 6*d*.; tobacco, 1*s*. 6*d*. at 4*d*. per oz., 5*s*.; stipends, 2*s*. 6*d*.; weeks, 6 pairs per year at 2*s*. each, 1*s*.; shirts, 2 inside and 2 outside per year, 1*s*. 8*d*.; drawers, 2 pairs, at 4*s*. 6*d*. each, 9*s*.; boots, 2 pairs and repairs, 5*s*.; to replace plain clothes, 3*s*. 4*d*.; making up uniform, 6*s*.; handkerchiefs and neckerchiefs, 1*s*. 9*d*.; 4 towels, at 1*s*. each, 4*s*.; cooking utensils, 8*s*.; table-cloth, knives and forks, 6*s*.; stationery, 6*s*. per year, 6*s*.; gloves and hosiery, 6*s*.; mats, brushes and sand, 9*s*.; incidental expenses, 6*s*.; total, 5*l*. 13*s*. 10*d*. which, being multiplied by 12, makes the yearly expense 56*l*. 4*s*. 6*d*.]

Expense for a month of thirty days of a married man having two of a family in Londonderry city:—house-rent and taxes, 1*l*. 5*s*.; 3 lbs. tea, at 3*s*. 6*d*. per lb., 10*s*.; 1 stone sugar, at 3*s*. 6*d*. per stone, 3*s*. 6*d*.; beef, $\frac{1}{2}$ lb. daily, at 10*d*. per lb., 1*s*. 17*s*. 6*d*.; eggs, 2*d*. daily, 5*s*.; bread, 6*d*. daily, 1*s*. 5*s*.; coal, $\frac{1}{2}$ ton, at 17*s*. per ton, 12*s*. 9*d*.; potatoes, $\frac{1}{2}$ stone daily, at 6*d*. per stone, 7*s*. 6*d*.; vegetables, 1*s*. per day, 2*s*. 6*d*.; butter, 8 lbs., at 1*s*. 4*d*. per lb., 10*s*. 8*d*.; animal, $\frac{1}{2}$ stone, at 1*s*. 9*d*. per stone, 2*s*. 7*d*.; milk, 1 quart daily, at 3*d*. per quart, 7*s*. 6*d*.; butter-milk, 6*d*. weekly, 2*s*.; tobacco, 15 oz., at 4*d*. per oz., 3*s*.; light, 1*s*. 6*d*.; sundries, fire-wood, 4*s*. 5*s*.; total, 7*l*. 13*s*. which, being multiplied by 12, gives 91*l*. 16*s*.

as the total yearly expense. Same allowance as single man for boots, plain clothes, &c.]

5157. Go to the other matters you wish to mention?—Lodging allowance for married men not accommodated in barracks.

5157*. In the city of Derry what is the average rate a man has to pay for lodgings?—About 12l. a-year for a reasonable house in Derry.

5158. Is that the rate which they would seek?—No. I would say 10l. would do. Even if a man was then at some additional expense, they would look upon it as reasonable, and be content.

5159. Suppose that an allowance were given, do you think it would have the effect of inducing men to marry earlier than they do, as a rule, now?—I could not give an answer to that; I do not believe it would.

5160. It would not be a very desirable thing, while fair to give them leave to marry at the end of seven years, to do anything that would induce them to marry sooner?—I do admit that seven years is time enough.

5161. Suppose there was a rule giving the allowance not at seven years but at ten, do you think that would have the effect of coming to the aid of a man when his family was beginning to come, and also of avoiding giving any encouragement to men to marry early?—I would certainly go in for extending the time to ten years for the allowance.

5162. Mr. Holmes.—Supposing your pay, as a single man, is sufficient to enable you to live as well as you think you ought to live under the circumstances, do you think that you should get an allowance from the State upon getting married?—Of course a man is paying for the lodgings out of his own pocket, and he cannot procure lodgings for less than I have stated.

5163. But all this would over a man has to count the cost. If his income is sufficient to enable him to live, he must, before getting married, look ahead and see if he can afford the luxury of a wife?—That is a fact, no doubt, but they look upon it as a grievance.

5164. Why should a servant of the State be in a better position than any car else as regards marriage?—Because the reason I assign for that is that some of the married men are accommodated in barracks and others are not. I am accommodated myself.

5165. Chairman.—Go to the next subject?—Unfavourable records.

5166. You would wish to see them expunged after a certain time?—Yes, after three or four years of good conduct.

5167. So as not to affect a man's promotion after that time?—Yes.

5168. Have you anything to say as to their effect on pension?—When a man is fined, for instance 1l, he pays that, but it sticks to him throughout his service, and will certainly affect him in his pension when leaving, at least to the extent of 1l a-year.

5169. You object to that?—Yes. That is a grievance.

5170. And therefore your view is this, that as regards pension unfavourable records should have no effect?—Yes, after a period of three years.

[Mr. Holmes left the room on public business.]

5171. Pass to the next subject, please?—On the subject of the sick list, the men put forward the view that where a man is off duty and rendered unfit for duty by an infectious disease he may catch on duty, it is a great grievance to have his pay stopped after ninety days. The rule was brought into existence for malingering, but they never pay anything; it is people who are really sick through bad health or infirmity that pay on it.

5172. You think the rule is not of any substantial efficacy against malingering?—I believe it is not.

5173. Mr. Harrel.—Is it your suggestion that the regulation should be done away with altogether?—I would leave that to the medical attendant as regards malingering. I had two cases of the hardship of the rule in my station. One man had to go to hospital for typhus fever. His illness extended over three months, and his pay was stopped. Another man was ill of scarlatina, and he was more than three months non-effective.

5174. But is not it a fact that the regulations always admitted of a change being framed against a man for malingering if it could be proved?—Yes.

5175. Then it would not be necessary to have a new regulation at all?—Not as regards a man knocked down with infectious disease.

5176. But it is not necessary to substitute for the present regulation anything as against malingering, because the regulations would still meet them?—Yes.

5177. Chairman.—Pass to the next subject, please?—I wish to refer to retirement from the service. The general opinion of the men would be to permit a man to retire at twenty-five, and compel him to retire at thirty.

5178. What is your experience of a man's physical ability after thirty years' service?—That would depend on a man's constitution.

5179. But as a rule?—As a rule, among the men of thirty years' service, there may be an odd exceptional man fit for active service, but perhaps only one man out of ten.

5180. Passing from compulsory retirement at thirty years' service to voluntary retirement at twenty-five, why do the men seek to have permission to retire at twenty-five years' service?—It is the opinion of the men that they should be allowed to retire on what they would be entitled to as pension at twenty-five years' service.

5181. A man retiring at twenty-five years' service has more vigour and a greater chance of getting employment than if he waits on for the last five years?—He should have a better opportunity than the man of thirty.

5181*. Go to the next subject, please?—There is a matter of discipline, where a senior and junior being on duty together, the senior is held responsible if the junior gets drunk. I would hold the senior responsible for the performance of the duty in every particular, except that alone of the junior getting drunk.

5182. You would alter the rule so that the senior should not be held responsible for that, unless it was clearly shown he was a party to it?—Unless it was clearly shown he was a party to the man's getting drunk.

5183. Go to the next subject?—The rural men in Derry that are not on the city allowance of 8s. 8d. look on that as a grievance in consequence of doing a good deal of duty in the city.

5184. Do they do beat duty?—Not beat duty.

5185. But is not it in respect of the beat duty this particular allowance is made to the Derry men?—It is; but they are under the same expense as city men. They are in the same barracks. The fuel and light is a heavy item there, and there is no distinction made as regards the charge to the two.

5186. Mr. Harrel.—Those men are not included in the seventy-five?—No.

5187. But they are in joint stations, as between the city and county?—Yes. They have a district outside the city in which they perform duty. They also perform duty at the Recorder's Court, Quarter Sessions, and Assizes.

5188. But beyond being stationed with the city men, those men do not perform any but exceptional duties in the city?—No. They do not perform the regular beat duty, but in any other duty that turns up they are called upon to assist.

5189. After all, the majority of the duty is in the rural district?—Yes; the principal portion of their duty is in the rural district.

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Edward Scott.
3 Sept., 1882.

Constable
Edward Scott.
—
Sept., 1892.

5190. *Chairman*.—Go to the next point, please?—We consider the allowance for making up clothing is insufficient.

5191. The allowance is 7s. 6d. for tunic and trousers?—Yes; 5s. 6d. for tunic, and 2s. for trousers.

5192. What does it cost you to make them up?—It costs 7s. 6d. for the making up of a tunic, and 5s. 6d. for the making up of a trousers.

5193. That is to say, there is a difference of 3s. 6d.?—Yes.

5194. You think there ought to be an allowance to that extent?—Certainly. That is the lowest calculation of the cost in Derry.

5195. The head constable pays a little more than that?—He does. He gets an allowance of 11 7s. for his two tunics and two trousers.

5196. What is the next matter?—The men think that the select list is injurious to promotion.

5197. Mr. *Harrel*.—Do you think the select list ought to be done away with altogether?—Yes; that is the opinion of the men.

5198. If you do away with the select list and the special list, is there any means in the general promotion by which an opportunity would be afforded to a man to advance himself by his own ability?—I would say an intermediate examination for that.

5199. What suggestion have you to make on the subject; is there any limitation of service?—Yes. I would say a man ought not to be examined for promotion as acting constable until he would at least have six years' service.

5200. How would you propose to examine him?—According to the man's merit. That is for his officer and county inspector.

5201. Fixing the limit of six years, would you suggest that promotion should be very much by seniority, having regard to fitness?—To fitness in every way—the man's character and ability.

5202. Is there any suggestion that the promotion should be general in the service, or would you desire that it should still continue by vacancies, that is to say, that the vacancies occurring in a county should be filled by the men of the county?—I believe the opinion of the men would go in favour of filling each county independently.

5203. *Chairman*.—Would you like to say anything else on promotion?—A man ought not to be promoted to the rank of head constable under sixteen years' service.

5204. Mr. *Harrel*.—That observation, I presume, is intended to meet the case of the select list?—Yes. I am giving my own opinion, and the opinion of the men generally.

5205. *Chairman*.—Is there anything else about promotion?—The men are generally of opinion that at least two-thirds of the promotions should be from the ranks to sub-inspector.

5206. Do you share that opinion yourself?—I do, from experience in the service. I have served under officers who rose from the ranks, and I certainly would approve of serving under them, as being good officers and experienced men.

5207. Go to the next subject?—Where a head constable or constable commands an offence, and the authorities consider him unfit for the rank he holds, it debars him the man and leaves him useless in the force.

5208. Mr. *Harrel*.—What would you suggest?—

If he commits an offence, reduction from one step to another ought to be considered sufficient.

5209. Is not it only in the case of an offence of a very grave character a reduction is made of all?—I know a case where a constable allowed a sub-constable to get drunk on duty. The constable was a well-conducted man, and a good man in every way, and yet he was reduced to the rank of sub-constable.

5210. Was his previous character good?—Yes.

5211. Without mentioning anything particular, it is generally a successful alternative to dismissal adopted by the Inspector-General?—It is, usually; but there are exceptional cases, where a man would get drunk without the knowledge of the constable at all, and I believe men have done so.

5212. Was that case to which you referred investigated by a Court of Inquiry?—It was.

5213. *Chairman*.—Tell us what extra duty you have to perform beyond what you would perform in a country town, say in Magherafelt?—I have served in the county, and I believe the duty was exactly as hard as the city duty, except at certain times in the year.

5214. Are there any additional hours of day duty that you have to perform in Derry as compared with the country duty?—No, I believe not. The duty at night is more severe in the city of Derry.

5215. Is it that you have to patrol the town at night?—There is beat duty from 11 at night till 6 o'clock in the morning.

5216. It is in respect of that the extra allowance is given?—There is 6d. a-night where the men perform night duty from 11 at night till 6 in the morning.

5217. How often, on an average, have you to do night duty in Derry?—About four months in the year would be covered by each man.

5218. You get 6d. a-night for each night of duty done?—Yes.

5219. That represents an increase to your pay of about 6s. a-year?—It does.

5220. Is there any other matter?—The men think they are entitled to something for boots.

5221. How many pairs of boots does a man wear in the year?—At least two pairs in the year, taking one year with another.

5222. What do you pay for boots?—15s. a-pair for reasonable boots, 5s. for doing street duty.

5223. And, I suppose, something for repairs?—It would take at least 5s. for repairs.

5224. You would put down 35s. a-year as necessary?—Yes.

5225. Is there anything else?—I wish to refer to Courts of Inquiry. The men have confidence in the gentlemen who hold the Courts of Inquiry; but it would give more satisfaction that the Court should consist of at least three officers, and that they should be sworn, and that the appeal should be at full liberty to employ a professional gentleman, if he chooses, at his own expense.

5226. You are aware that at present he has liberty to employ a professional man; but I suppose what you mean is that the professional man should be allowed to address the Court, and cross-examine witnesses?—Certainly.

5227. Are you aware that that is not allowed in courts-martial?—Yes; but I merely put it here as a suggestion.

Sub-Constable THOMAS LEONARD, examined.

Sub-Constable
T. Leonard.
—
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5228. *Chairman*.—You represent the sub-constables of the city of Derry?—Yes.

5229. How long have you been stationed in the city of Derry?—One year and eight months.

5230. Where had you been stationed before?—In the county.

5231. For how long?—Four years and two months; and I was six months previously in the depot.

5232. How long have you been in the force?—Six years and eight months.

5233. Take the subjects in the order of their

importance. What is the first thing you wish to speak of?—The first thing the men complain of is the pension system. They consider it inadequate.

5253. You seek an equalization of the pensions of the men who joined since 1866 with the pensions of those who joined before?—Yes.

[Mr. Holmes referred.]

5254. On what grounds?—On the grounds that a man who joined the day before the Act came into operation would be entitled to his full pay as pension, while under the Act he is entitled to only three-fifths of his pay, amounting to something like 37l. a-year—a small thing for a man to live on, taking into account the dangers and hardships he has undergone in thirty years' service. When he leaves the force he is unfit to work. He cannot obtain a situation except at manual employment. At this stage of life, with perhaps a large family to provide for, he is unable to work, and the pension he is entitled to at present will not be sufficient to support himself or his family. He has no alternative but to work or beg. There are some instances where men at present are out on 27l. and 30l. a-year pension; there are some of them in Derry, and they are actually going about as paupers.

5255. Will you state whether those men are men who got in since 1866 or before?—They were out before the Act of 1874. I only quote them as an example, to show that if they had to retire on the pension they are supposed to get at present, they would not be able to live.

5256. These are the grounds on which you seek an increase of pension?—Yes.

5257. Mr. Holmes.—Are you aware that the men to whom you referred as going about Londonderry in a better position than paupers retired under an Act giving them full pay as pension after a certain number of years' service?—I am not aware that they could retire previous to 1874.

5258. You are aware that, before the Act of 1866, the men could retire, after a certain number of years' service, upon full pay as pension?—They did not get it.

5259. As a matter of fact, they did.—I did not know that.

5260. Mr. Harrel.—They got it on the pay. You are speaking of men who retired a great many years ago?—Yes. If they were to retire now on the same pensions, they would be unable to eke out a living at all.

5261. Mr. Holmes.—But taking the case of a man who retired before 1866—retiring between 1866 and 1874 on his full pay as pension—surely, if that man could not live as a pensioner without being in the position of a pauper, he could not live in the force without being in the position of a pauper?—Quite so.

5262. Do you say that, between 1866 and 1874, policemen were, to your knowledge, living as paupers in the force?—No; but I say men who retired on the scale of pension—one at 30l., another at 29l., and another at 31l.—are going about the city of Derry, to my own knowledge. They are wretched, and living in wretched hovels.

5263. Why could not they get employment?—They are unable to work hard.

5264. Speaking generally, is not it the case that police pensioners find no difficulty in getting employment?—They find great difficulty at the present time.

5265. Did they find any difficulty before the last three years?—Some.

5266. But, speaking generally, before the last three years did not the police pensioners find it easy to get employment after leaving the force?—They did, but it would not be remunerative.

5267. Would not the remuneration, when added to their pension, put them very nearly in the same position they were in whilst in the force?—It would, in some cases.

5268. In many cases?—In a good many cases.

5269. You are aware that the Acts of 1866 and 1874 increased the pay of the men?—Yes.

5270. If Parliament can interfere to increase the pay of the men, surely they have a perfect right, from time to time, to regulate the scales of pension under which the men retire?—They have a perfect right. No one can question their right to do that.

5271. You will admit that, when a man joins the force, if he is thoroughly aware of all the conditions under which he undertakes the service, he has no right, under those circumstances, to complain of the fact that he is not in as good a position as men who joined previously?—I will; but there are a great many men who were not aware of the scale of pensions under which they were joining. I myself am one; and had I been aware the pension scale was so low, I would not join.

5272. Check man.—How soon after you joined did you become aware of it?—It was nearly three years before I began to see what a mistake I had made.

5273. When you joined, were you handed any paper that showed the conditions of pay and pension you would be under?—None.

5274. No official statement?—None.

5275. Did you make any inquiries as to the increase of pay you would get as you went along?—No. I had frequent conversations about the scale of pay with some of the men where I was stationed.

5276. That was after you joined?—Previous to my joining.

5277. Mr. Holmes.—Why did you never ask about pensions when you asked about pay?—It was immediately after 1874, and every one imagined they were getting a large pension.

5278. Check man.—Go on to the subject of pay?—We believe a substantial rate of pay is indispensable to the contentment of the force generally.

5279. First of all, tell us what increase you demand?—We would like to be put on an equal scale of pay with any other police force in the kingdom.

5280. You know that the London police force has a much higher rate of pay than many of the rural police forces?—Yes.

5281. Do you not think it would be fair to take into account, not alone the high pay of the London force, but also the rate of pay to the police forces through England and Scotland?—Yes.

5282. Pass to the next argument?—I wish to show that, in the city of Derry, we are doing as much duty as the police in London or Dublin. On an average we are doing eight hours' duty every day, and sometimes more. We do six hours' beat duty on day duty, seven hours' duty at night, and five hours' evening duty. Then we have also a lot of extra duty. Sometimes the men on evening duty have to attend the police-court.

5283. Is what you mean that each of the men may come on eight hours' active duty of one kind or another during the day?—Yes.

5284. In addition to that duty, are you free when the eight hours' average duty is done?—No; we are confined to barracks, in many instances, for whole weeks.

5285. Each man?—Every man in the barracks except whilst on duty.

5286. You have said the average rate of work per day is eight hours. What I want to know now is, in a corresponding fashion, how many hours a-day do they find free to themselves?—Some days two hours, some days three, and some days four. Some days they might not be kept at the police-court for more than two hours, and they would on those days have a longer time to themselves than, of course, when kept till 2 or 3 o'clock.

5287. Mr. Harrel.—As regards the duty in Derry, you have four reliefs of men in the twenty-four hours?—Yes.

5288. Do you know that, in addition to the extra duty, such as attending police-courts and so on, the

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Dublin metropolitan police have only three reliefs in the twenty-four hours?—I have heard so.

5277. In point of fact, their duty is more severe than yours by one relief in twenty-four hours?—They have more men to attend to this duty. There is scarcely a day but there are bands and excursions arriving in summer.

5278. Those are exceptional and additional duties?—Yes.

5279. *Chairman*.—Without going into detail very much, compare now, in a few words, the amount of duty you would have in a country station with what you would have in town?—It would not be so much in the country. Some days there would be about four or five hours' duty.

5280. *Mr. Holmes*.—Your experience of the duties of a policeman in the city of Londonderry is that they are very much severer than they would be in the country?—They are.

5281. *Mr. Harrel*.—Then you do not agree with Constable Scott that they are very much the same?—They are constant in Derry, but in some cases they are more severe outside, of course, when there are outages.

5282. *Mr. Holmes*.—But in ordinary times the duties of a policeman in the country are, in your experience, much lighter than in a town like Londonderry?—I would consider they are lighter.

5283. *Chairman*.—Go to the next argument?—The cost of living is very high in Derry.

5284. Have you made out any statement on that?—I have. [*Hands descended to the Chairman.*]

5285. This is a statement of the expense of living for a month of thirty days?—Yes.

5286. The entire amount is 4s. 12s. 7d. a-month?—Yes.

5287. Beef you put down at 10d. per lb.?—Yes.

5288. Is that the average price you pay?—We pay that, and 1s. per lb. for steak or chop.

5289. You put down three-quarters of a lb. per day?—That is what we allow.

5290. This includes not only the actual meat account, but also certain things you have at breakfast?—It includes what we generally use and must use in order to do duty.

5291. I see eggs down; you are not always in the habit of using eggs?—We have to use more of them lately.

5292. Why is that?—The duty has been harder.

5293. What is there in Derry that has made the duties harder of late than before; is it that the present state of the country has affected the city of Derry?—It has to a good degree. There has been some disturbance in it for the last two years than for a good length of time; there have been sudden alarms.

5294. I see you put down 14s. a-year for shirts?—Yes.

5295. Does that mean two shirts?—Yes; two grey military shirts.

5296. You have 2s. 6s. for boots?—Yes.

5297. Have you been directed to make a representation on the subject of boot allowance?—I have.

5298. You think 2s. 6s. a fair allowance?—It would not be. I put down everything under what we pay to show that to have every article our pay would not afford it.

5299. How many pairs of boots do you buy?—Three and four in the year in the city of Derry.

5300. One of those would be a light pair?—Yes, and one a very heavy pair for night duty, and also a reasonable pair for day duty.

5301. What, in your estimation, is a fair allowance for boot money in Derry?—They say on an average some of them expend 4s., but the majority of them say they spend from 3s. 12s. to 4s.

5302. For the making up of uniforms I see you have 6s. down, representing the excess between the allowance and what you spend?—Yes.

5303. You seek some allowance in respect of that?—We think we should be allowed the actual amount

we pay for the making up of the uniform. There are some men who pay more than that. A head constable in the city of Derry has paid 13s. over the actual amount allowed for making up the uniform; that is for two suits.

5304. You have a forage cap down, meaning that the forage cap supplied only lasts one year, while it is supposed to last for two years?—Only one.

5305. Have you anything to say as to the shape of the forage cap?—I do not hear them complain.

5306. Have you anything to say about the helmets?—They are very heavy, and the men complain of pain in the head after wearing them any length of time.

5307. *Mr. Holmes*.—Do you find them inconvenient when making arrests?—Very; we have to take down the chin strap and the apique sometimes, if time allows.

5308. *Chairman*.—I see you have 5s. a-month for tobacco?—Yes; the men generally use tobacco.

5309. *Mr. Holmes*.—But they regard it as a luxury?—We include that as a luxury, and if we use tobacco we must abstain from other things to satisfy that appetite.

5310. *Chairman*.—You have 11. 0s. for stipend; that means for ecclesiastical purposes?—Yes.

5311. *Mr. Holmes*.—Is it a fact that sub-constables generally pay 80s. a-year to the support of their church?—I have asked the men of three denominations serving in Derry, and taking on average of the three, they believe all round every man pays that, whether Presbyterian, Roman Catholic, or Episcopalian.

5312. That is practically a necessary deduction from their income?—It is; you are compelled to go to your place of worship, and of course you cannot go there without supporting it.

5313. *Chairman*.—There is one item in the end: "incidentals," 3s. 12s. in the year; what does that represent?—Brushes, blacking, razors, and every necessary that you are compelled to have.

5314. I see blacking down here already?—But there are razors and washing utensils to be supplied.

5315. *Mr. Holmes*.—3s. 12s. is rather a large item in a policeman's expenditure, and for your own sake it would be well if you would particularise more accurately?—That is for the whole year.

5316. Yes, but 3s. 12s. is a large amount for brushes and blacking?—There are brushes and blacking, repair of clothing, and we generally purchase many little articles.

5317. *Chairman*.—Do you think this list represents a greater cost than a man would be put to four or five years ago in Derry?—It does.

5318. In what particular items?—In clothing and some of the food we use.

5319. Is it that you use more clothing now, or that it costs more to get it?—It costs more to get it.

5320. *Mr. Holmes*.—Do you believe, as a matter of fact, that the prices of all articles of food have risen in the last eight years?—Some of them.

5321. *Chairman*.—What?—I have down 6s. a-piece for potatoes. At the present time they are 10s., and we paid 1s. 6d. earlier in the year. I have also butter at 1s. 4d. per lb., and we are paying 1s. 6d. and 1s. 10d.

5322. Would the 1s. 4d. represent the average paid for the year?—We have not purchased it less for months.

5323. Do you think the men save anything from their pay?—Very little.

5324. Before this time did they save?—I do not know; I am only a year and eight months in the city.

5325. According to this the expense per year is made out as 55s. 11s.?—Yes.

5326. That is 3s. 11s. above the sub-constable's pay. Do you mean to say that if you did not get the Derry allowance, a sub-constable would not be able to live in Derry on his pay?—He could not use the necessities that would enable him to perform his

duties, nor could he use all those things I have entered, and be able to save any money.

5323. *Mr. Hebebrand*.—As a matter of fact, have you saved money since you joined the force?—I have not.

5322. *Chairman*.—Did you save it before the disturbance?—I want some money home.

5323. *Mr. Hebebrand*.—Do you not call that saving money?—I want to leave any time I could get 3*l.* or 4*l.*, and between presents and one thing or another I spent the money during the month's leave.

5324. *Chairman*.—But there was something beyond your actual expenditures in those days?—There was.

5325. *Mr. Harrel*.—Did you volunteer for Derry?—No.

5326. You were ordered there?—I was.

5327. Have you anything more to say about pay?—The sub-constables think that the periods are too long between the increments of pay.

5328. *Chairman*.—What periods do you want to substitute for the present?—They say the first increase should be at three years, instead of four, and then every two years up to ten. When a sub-constable has ten years' service he should have the maximum as well as at twenty.

[The following is the statement submitted by the witness:—]

Mass Account and other Necessaries for Single Man for a month of 30 days in 1882.

	For Month.	Per Year.
1. 1 <i>l.</i> 10 <i>s.</i> of 10 <i>l.</i> per day	3 15 0	15 15 0
2. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
3. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
4. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
5. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
6. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
7. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
8. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
9. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
10. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
11. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
12. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
13. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
14. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
15. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
16. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
17. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
18. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
19. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
20. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
21. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
22. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
23. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
24. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
25. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
26. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
27. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
28. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
29. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
30. 1 <i>l.</i> 10 <i>s.</i> per day	3 15 0	15 15 0
Total	4 12 0	16 12 0

5329. What is the next subject you wish to bring under our notice?—The men generally speak of the system of unfavourable records.

5330. What do they propose with regard to unfavourable records in your district?—They say, when a man has been punished, if he is two or three years then without committing an offence, all unfavourable records ought to be wiped out.

5331. And not interfere with promotion?—A man committing an offence is punished by being fined and deprived of promotion, and he can create those unfavourable records without committing any grievous offence. For instance, one man was fined 5*l.* for having a pillow in his bed. The man had a son at home, and he had to keep a feather pillow.

5332. Which is against the regulations?—Yes.

5333. Could he obtain permission by asking?—He would have to go sick, and get the doctor to certify, in order to obtain permission.

5334. You can state another case, if you choose?—The same man was next year 5*l.* for neglect of duty. That neglect of duty was the reading of a placard which he was supposed to read.

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5335. But under what circumstances?—He was on beat duty. The superintendent in the city of Derry are very sharp, and if they see a man gawping or talking to any one, they report him for it. Thus, the man was on his beat, and there was a placard posted up, and for going to read it he was fined. On the following day the men were brought out before the sub-inspector and reported for not reading it, there being some suspicious language in it. Next day the man was again reported for disobedience of orders, by sending out the barrack servant for a collar, which he wanted in order to attend the funeral of his mother, that being against an order issued by the authorities in the barrack. There is also a case of a man who was fined 5*l.* for putting a great coat under his head in the barrack kitchen, where he lay down and slept on a form after doing seven hours' duty in the street. He was fined 5*l.* more for going off his beat to the barrack to call the guard. He was out on night duty, and he was afraid the guard had not called the relief in time. He wanted to save his comrade, and knocked at the door, but the superintendent was looking. These are all cases that actually happened.

5336. *Mr. Harrel*.—You have given these general instances of how unfavourable records are incurred, not with a view of taking exception to the punishment, but of showing the nature of the punishments which permanently stick to a man during his service?—That is my object in quoting these cases.

5337. In each case in which a man was punished, there was either a written charge made against him, or if the charge was not in writing, it was made in presence of his superior and in his presence?—In some cases he got a report to admit or deny.

5338. A written one?—A written report.

5339. Whether in writing or in words, he had an opportunity of making full answer to the charge?—Yes.

5340. *Chairman*.—You would be in favour of those unfavourable records being expunged at the end of two or three years?—Yes; two or three, whichever you recommend. The men do not wish to say any definite thing, but leave it to the Commission to deal with in the most lenient way.

5341. Go to the next subject?—Promotion. The men consider the present system of promotion unsatisfactory, and that young men should not have any advantage over the men of long service.

5342. *Mr. Harrel*.—How do they propose it should be remedied?—That no man be eligible for examination for promotion under seven years' service. That every man should be examined according to seniority, and that there should be a fixed scale of examination.

5343. By whom do they suggest the examination should be conducted?—By the county inspector, but the examination papers to be sent to head-quarters, and the promotions made according to the qualifications of the men, as shown by the papers, taking into account service and character.

5344. *Mr. Hebebrand*.—Would you wish that this examination should be a competitive examination or a qualifying one?—They say that a qualifying examination would be more fair to every man. The reason they say that is that there may be some good duty men whose literary qualifications may not be up to the point for a competitive examination, and still they may be better policemen than those who are able to qualify in that way.

5345. *Mr. Harrel*.—Having regard to good character and seniority, you would promote a man who would come up to a certain standard?—I would. The men feel deeply the promotion of junior men over senior men. There are some instances where men of only four years' service have been promoted as constables over men of fifteen and sixteen years' service, with a thorough practical knowledge of their duties. When anything serious or critical arises, such a constable, perhaps, would not know how to act, and the senior men are consulted. After

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seven years' service every man should look forward in the expectation of getting a fair chance.

5344. You represent the views of the junior men and up to seven years' service?—I represent the majority of the whole force up to eight or nine years' service.

5345. That is up to the rank of acting constable and constable?—Yes.

5346. (Chairman).—What do you suggest?—That there should be a fixed scale of examination, and that no man be eligible for the examination until he had seven years' service. That a similar rule should apply to promotion to the rank of constable, promoting no man who had not proved himself to be qualified whilst in the rank of acting constable. That no man should be promoted to the rank of head constable under fifteen years' service. That the select list should be completely done away with. It is not an improvement. There are men who have been promoted off the select list, and they are not nearly so well qualified as some of their seniors who have to remain six and ten years before being examined. In many cases the men of the select list are the best qualified policemen, while the others may know more of the geography of the British Islands and the working of decimal fractions.

5349. Supposing there was any change in the system of promotion, and men of seven years' service were examined, it should be with due regard to the rights of senior men already on the promotion list?—Those on the promotion list would be promoted before any change was made. No man in the rank of constable should be promoted to the rank of head constable under fifteen years' service, so long as men up to that were found eligible.

5350. Do you wish to add anything else?—That promotion should be made from the ranks altogether.

5351. To what position?—To all the positions in the service.

5352. To the positions of sub-inspector and county inspector?—Yes. Some say that for every third man they would have a cadet; but others would have all the places open so long as the men would be found eligible to fill the positions. They claim every office and clerkship in connection with the force.

5353. Go on to the next subject?—The men seek a lodging allowance for married men not accommodated in barracks. They say that, as the regulations of the force stand at present, their wives and families are prohibited from carrying on any trade or business whereby they could supplement the husband's salary; that they are compelled to live in a respectable locality and within a distance of 440 yards of the barracks. It is impossible for them to procure respectable lodgings, in compliance with the regulations, under 16s. and 17s. a-year in Derry. There are men paying 17s. including taxes.

5354. What would you put down as a fair average to be allowed for that purpose?—Some say 10s. and others 12s.

5355. Have they any wish that the 440 yards limit should be extended?—They have.

5356. Would they be satisfied that in each case it should be left to the discretion of the county inspector to say what would be a fair place for a man to live in?—I believe they would. There would be no man a better judge than the officer.

5357. Pass to the next subject?—Courts of Inquiry.

5358. We know the rules, and want to know what changes you wish for?—They say that Courts of Inquiry should be constituted of not less than three sub-inspectors, duly sworn, and that the accused should have the option of retaining a professional gentleman.

5359. You are aware the accused can retain a professional man at present?—Yes.

5360. You want that he should be allowed to examine and cross-examine witnesses and address the Court?—Yes.

5361. Are there any other remarks you wish to make about Courts of Inquiry?—The men do not doubt the honour of the gentlemen presiding, but they would have more confidence if the members of the Court were sworn; and the reason they ask that a professional man might be employed to examine and cross-examine is that a young man may be prosecuted for an offence, and the sub-inspector, perhaps of thirty years' experience, will be conducting the prosecution; so that, taking into account his ability and practical knowledge of conducting such inquiries, the accused has no chance at all. In many cases the accused would be acquitted if he had the services of a professional gentleman.

5362. Mr. Harrel.—You are aware that all the evidence has to be taken down?—I have never seen it, but I know it is done.

5363. It is a lengthy business?—Yes.

5364. It would be very difficult to take down the cross-examination of a professional gentleman at length?—It would. Another thing they complain of very much under our regulations is that a constable may report a sub-constable, or any man junior to himself, and, if he fails to prove the charge, he is not punished for it, whereas if a sub-constable reports a constable or acting constable, and he fails to prove the charge, he may be punished and liable to be dismissed.

5365. (Chairman).—Your objection is that such a thing should be possible as that a man should be punished for that?—Yes.

5366. But you would have no objection that the man should be punished if it were clearly shown that the charge brought was malicious or reckless?—Not a bit.

5367. What you object to is that the rule is not guarded by those words, but it renders any man liable to be punished in theory for bringing a charge which fails?—Yes. I will give an instance of it, where a constable may not have a wish for a man. As a rule, there is some contrary man, that gives annoyance in barracks, and a constable may say, "I will report this man, and get him transferred, and nothing will happen to me." He will prefer a charge against him, and fail to prove it, and yet the man is transferred away from him. That is a known fact. The men say if there was a preventive regulation, the constable would be more cautious in preferring charges, and the character of a man would not be unjustly blighted. When a man is reported for a serious offence, though he may not be punished, the eyes of the authorities will be upon him as a suspicious man.

5368. Pass to the next subject?—Punishments. The men say that the infliction of heavy fines is not for the good of the service. They complain of a man being reduced from the rank of constable to that of sub-constable for an offence. They say it would be better for the public service, and the punishment would be severe enough, to reduce a man from the rank of constable to acting constable, or, in the case of a head constable to the rank of constable. They would not reduce him all the way at once. It takes away a terrible amount from a man.

5369. Mr. Harrel.—Do you know that when the Inspector-General finds it necessary to reduce a man from the rank he holds, it is generally on his part a merciful alternative for dismissal?—I do.

5370. Do you also know that in the case of reduction it is usually for some offence which prevents a man being incapable of being entrusted with the command of others?—I do.

5371. Therefore, a reduction from head constable to constable would still leave him in a position of command?—In some cases.

5372. If in charge of a station?—Yes.

5373. And, in the same way, reduction from constable to acting constable would leave him in a position of command?—Yes. In some cases there are two constables at a station; the junior constable

has merely to do duty, and the commands are given by the senior.

5376. But, still, he would be in command of all under that rank?—He would.

5375. *Chairman*.—Go to the next subject?—The next is that of stoppage of pay when men are sick.

5376. That stoppage was originally intended to prevent malingering?—It was.

5377. Do you think it does any good against malingering?—It does not. A malingeringer will not be caught by that; it is a man who is really sick that will suffer. There have been many cases of it in Derry. I have known men myself who went on duty in the morning quite well to localities where all the inhabitants were dying of fever, and they came home with the fever. Some of them were for four months lying up, and immediately the three months expired their pay was stopped, and during all that time they were paying 1s 10d per day in the infirmary for support, and nearly every day they had to purchase another shilling's worth of additional comforts. Men suffer very much from being taken ill on duty.

5378. Many go on duty when they are not fit in consequence of the existence of this rule?—Yes. I knew them to go on duty several times, in order not to have their pay stopped, and they were knocked up again sick.

5379. Go to the next subject?—They complain that seniors are held responsible for the acts of juniors.

5380. Have you known cases—you need not particularise them—where men were held responsible for acts they could not have controlled?—I have, many cases.

5381. This is felt as a grievance generally?—It is. They suffer very hard from it.

5382. Do you not think it would be perfectly satisfactory if it was made a rule that no man should be answerable for another getting drunk in his company unless he had the opportunity of seeing him and preventing him from getting drunk?—Yes; and if he had the opportunity and did not prevent the junior from getting drunk, I would punish him severer than ever.

5383. But it is only in cases where he could not prevent it you would have the rule altered?—Yes.

5384. Pass to the next subject?—That retirement be optional at twenty-five years' service and compulsory at thirty.

5385. Is there anything else?—The men of Derry wish that roll-call be made general at 10 o'clock.

5386. They find it hard, particularly in a town, to be shut in at 9?—Yes. Coming off duty at 6 o'clock, it would be 7 before a man could go out on the street again if he has a friend to see, and in two hours he must be back again; whereas, if he had three hours, it would prevent his asking leave often. A constable ought to be empowered to grant a man longer leave of absence than four hours; the men would say six or eight hours. They also say that, when granted a day's leave of absence by the officer, that it should not be compulsory to go to the barracks at the place they ask leave for to report themselves and get the leave signed.

5387. Mr. Harrel.—You do not suggest that the rule should be done away with when a man goes on leave anything over three or four days?—No.

5388. But you mean, when he goes for six or eight hours, his leave is hampered by too many difficulties if he is obliged to report himself on arrival, and also on departure, at police barracks, particularly where it might be a mile from the place

at which he is to spend his leave?—Yes. A man may be in company with his friends, and ashamed to tell them where he has to go to report himself, like a convict.

5389. Then, with regard to a day's leave, that formality should not be considered necessary?—Yes. They should be able to go for one day without reporting themselves twice at the station of the place to which they go.

5390. *Chairman*.—Go to the next subject, please?—The men would ask that the wearing of the valises should be done away with as unnecessary.

5391. Mr. Harrel.—You do not suggest that the having a valise as a portion of the necessaries should be done away with?—They think it hard to pay 1l. for a valise (I do not know the exact price), and be compelled to have it and never use it.

5392. Take the case of going to seniors; you are liable to be absent six or seven days?—You are.

5393. To make you comfortable, should not you have a second pair of trousers, boots, and socks, and a shirt?—You are supposed to have them.

5394. Would not they be necessary?—The men say they can take a shirt and pair of socks with them in the havresack.

5395. Supposing the weather was wet, would not a man require a second pair of trousers?—Yes.

5396. Men going for anniversary duty in Derry are on the street all day?—They are.

5397. Supposing a man had to take the articles I have mentioned, he could not take them in the havresack?—He could not.

5398. *Chairman*.—Go on to the next subject?—The men object to Barrack Regulation, section 2, prohibiting a man going over 440 yards and being more than two hours absent from his barracks.

5399. What alteration in that do you suggest?—They say when men are not required or detailed for duty, they should be allowed to remain out four hours and go 2 miles, or 2½ miles, and that, in the event of anything arising, they could be found.

5400. Of course, 2½ miles would bring them a good deal outside the town of Derry?—Yes.

5400*. At any rate, they ask some extension of the present limit?—They do. I will give you a case: if I go a mile outside the city I would be subject to be reported, although only the two hours absent.

5401. Pass to the next subject?—I think I have mentioned nearly all that we have to complain of. With regard to men sent to Stevens' Hospital, the men complain that they are sent there, and, in many cases, some clergymen are not allowed there.

5402. Do you mean Roman Catholic clergymen?—Roman Catholic clergymen.

5403. Although they are allowed there, there is no provision for regular attendance?—No.

5404. You wish to have that remedied?—Yes.

5405. Is there anything else?—The men desire that it would be optional to wear mits on duty. In many cases they are an inconvenience in making arrests.

5406. It is only in the winter months you are liable to wear them?—Yes, and if on beat duty with one off you are liable to be punished.

5407. Is there anything else?—The men are not allowed to have communication with the public press as a breach of discipline, but they would hold every man accountable for what he published.

5408. Are you aware that military men are not allowed to have communication?—Yes.

5409. Mr. Holmes.—Are you aware also that it is the rule in the Civil Service generally?—I was not.

*Sub-Constable
T. Lynam.*
2 Sept. 1882.

Constable JOHN F. PROSE, examined.

Constable
John F. Prose.
8 Sept. 1892.

5410. *Chairman*.—You represent the non-commissioned officers of the County Derry?—Yes.

5411. How long have you been stationed in the County Derry?—Four and a-half years at Waterside.

5412. Where were you stationed before?—At the depot, for eighteen years.

5413. Take the subjects you wish to be under our notice in the order of their importance. What is the first?—That the men who joined the force since 1866 be placed on an equality respecting pensions with those who joined prior to the 1866 Act. I am one of those who joined prior to 1866.

5414. There are among those who went you here many who joined prior to 1866?—Yes, a great many.

5415. State the grounds on which you rest that claim?—Considering the inadequacy of the present pay, they can make no provision for the future, and cannot live on the pension; while if they saved for thirty years they would be unfit for other employment.

5416. Do they find it difficult to get employment?—Any employment they get is of a menial kind.

5417. Has the difficulty increased?—Very much.

5418. What do you mean by the employment being of a menial kind?—Keeping a gate-house, or in some situation where they have to wear livery.

5419. They find it hard to get employment as clerks?—Any respectable employment they do. Any I know are very humble, merely porters.

5420. Do you attribute the difficulty to the number of people in the country looking for employment?—That and the feeling engendered against the police, a feeling that was foreign to this country formerly.

5421. I would like to ask you about the men who joined since 1866. You have had long experience at the depot?—Yes, and came across a number of young men.

5422. Did they know what pensions they were to get?—I am certain they did not, or for years after.

5423. Was there ever an attempt made to acquaint them coming in what the terms were of their service?—No. The truth is we are very reticent of informing candidates of the disadvantages they labour under in the service. On the contrary, we encourage them to join, holding back anything that would be a deterrent.

5424. There is in those days?—Yes.

5425. The information is now full?—It is ample.

5426. It is posted at every barrack door in Ireland?—It is, though it may not meet the taste of the majority of the men.

5427. When did the authorities begin to give that information?—Colonel Bruce was the first Inspector-General who gave it.

5428. Now we will take up the question of pay?—We consider the present pay inadequate, having regard to the multifarious duties we have to perform. Our duties are more numerous and more disagreeable than the duties of the police in England, and we consider that we should be placed on an equality with the police in Liverpool, London, and other parts of England.

5429. We are going to draw up statements giving materials for a contrast between the Irish Constabulary and other police forces. But do you not think that in making a contrast it would be fair to have regard, not merely to the London police, but also to the police throughout England?—Unquestionably, and even to Dublin metropolitan police.

5430. The duties are more numerous than they were?—They are.

5431. Take census duty and statistical duty for instance, are not you paid by the departments for which you do those duties?—We are, but the allowance given is merely nominal. I would not do the work for it. I took the census myself, and I would not do the work that I did for the money. In fact, I got only 30s., and I would not do the work for 5l., if it were a matter between master and servant.

5432. For the statistical duty what are you paid?—According to the scale of allowance for absence eight hours.

5433. As a matter of fact, do they for statistical duty get an increase?—Unquestionably. I think the present allowance of 1s. 6d. for eight hours is very fair.

5434. Have there been any new duties imposed on you within the last five or six years since 1874, apart from the heavy duties the disturbances throw on you; are there any new Acts you have to administer?—The Dogs Regulation (Ireland) Act is within the time you specify, that is, the Taxation of Dogs Act. Then there are the duties under the Cattle Diseases Act.

5435. Are you specially paid for the duties under those Acts?—No; and they are troublesome duties.

5436. Are they frequent?—In parts of Ireland they are. Happily in my district they are not.

5437. Have you duties under the Public Health Act?—That does not affect us.

5438. Passing to the disagreeable and difficult duties in better times, do you not expect that quiet times will come back?—I have every hope that they will.

5439. Do you not think you will be relieved?—I expect so; but I do not think we will be relieved of certain duties we have to perform. We perform duties in Ireland that the police are not asked to do in England.

5440-49. *Mr. Holford*.—Is not it a fact that before the last three years the life of a policeman in the country parts of Ireland was, taking it as a whole, a quiet and easy one in ordinary times?—I would say so; but it has its cares and anxieties.

5450. I am not talking of the last three years; I am speaking of the normal state of affairs?—I would not consider that the position of a policeman in parts of the country at this moment is very harassing; far from it.

5451. *Chairman*.—On the subject of pay, have you anything to say of the cost of living, or any general views to put forward?—The cost of living is considerably higher than at the time of the Commission that sat in 1873. I pay 7d. a stone for potatoes, which is very high at this season of the year.

5452. Do you find, as others have found, that, apart from the cost of living, the scale of living has become more extensive, and that you eat things now you did not eat before?—There is no question of that. The men could not work as they must work on the food they were in the habit of using.

5453. That accounts for items like eggs at breakfast?—Yes.

5454. Is it possible for a man to save money in your country at the present time?—His savings would be very small, even in the case of a single man; I am a single man myself.

5455. Take a single constable, how much has he per month?—6l. a-month; the gross pay being 6l. 1s. 4d.

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5456. What do you calculate as your monthly expenditure necessary for housekeeping?—It was always close on 3l., and during my time in Derry I never ate an egg for breakfast; it varied sometimes 2l. 17s. 3d., and at others 3l. 3s. 6d.

5457. For a sub-constable, what would it be?—I have an opportunity of knowing their expenditure as well as my own. The general mean for a sub-constable, without including either eggs or butter that they might use at breakfast, would, on an average, be about 2l. 10s. We keep a more account, and I see the amount was generally 2l. 10s. or 2l. 12s., and eggs and butter and other little extras were not included in that at all.

5458. Does that cover all you would like to say about pay?—I think so. But I would like to mention that I think there should be two scales of pay for constables. There is an extra rate, but only a few get that in Ireland.

5459. Mr. Harrel.—That is only 4l. a-year?—That is all. Every constable who serves five or six years in the rank should be placed in the first class.

5460. Chairman.—You would introduce a rule somewhat analogous to the rule with regard to sub-constables?—Yes; and that is the rule in the Dublin police and the English police in which there are different scales of pay for constables. The difference between the pay of a constable and a sub-constable is not as much as it ought to be. A sub-constable has 52l. a-year, and a constable has only 72l. A second-class head constable has 88l.

5461. Mr. Holmes.—Do you think head constables should be divided into two classes?—I do not know why they are, except to strengthen my claim now that constables be divided into two classes.

5462. Mr. Harrel.—After all, would not this idea of yours be not so much a division into distinct ranks as the establishment of a superior or merit class in the constables for those six years in the rank?—It would be like that. I believe that the position of a constable is a more responsible one than that of head constable; because a constable is far away from his office, in many cases 20 or 30 miles, and has to act on his own responsibility, while the head constable is at home with his officer.

5463. But the head constable is supposed to take the position of his officer at any moment?—In practice, the moment any difficulty arises he goes to the officer at once; a constable cannot do that.

5464. Pass to the next subject that interests your men?—They desire that each married man lodging out of barracks should be allowed 10l. per annum as lodging allowance.

5465. Does that represent really what a married man has to pay for lodgings outside barracks?—It is a very fair average. I know sub-constables even in Derry paying 10l.

5466. But outside Derry?—10l. would be fair over all Ireland, I would say.

5467. Do you think that giving this allowance would have the effect of inducing men to marry who otherwise would not?—I do not believe it would move them in the slightest degree, and I think it would be mischievous not to give them lodging allowance.

5468. Why do you say that?—They are not in a position at their present pay to take a house. All they can take is a room. I believe it is mischievous that they should not have a house entirely to themselves, and that if they had it would tend to the public good. I would be sorry to see a policeman in another man's house. People are generally inquisitive. If he puts on his belt they ask where he is going and things like that.

5469. Mr. Holmes.—Would you say that this lodging allowance should be given immediately after a period of seven years, or would you say a policeman ought to be in the force for ten years before he should get it?—I think it would meet the general

wish if men got it at ten years. I would not be an advocate for men marrying too young in the service at all. They are not in a position to marry young.

5470. You would not give the lodging allowance immediately after the expiration of seven years?—I would not. I would be glad if they got it, but I think it would meet the wants of the men to give it at ten.

5471. Go to the next subject, please?—They desire that it should be optional with a man to retire on pension at twenty-five years' service; that is to say, on the pension they would have earned at that time. I would compel them to retire at thirty years' service, giving them the full pay of their rank.

5472. At the end of thirty years' service what is your experience of the men generally?—They are not fit for much. There is a matter I would wish to speak on in reference to superannuation, namely, that the men do not like the increments at fifteen, twenty, twenty-five, and thirty years' service respectively.

5473. Are you aware that that does not apply to the men who entered since 1866?—So I learn now.

5474. Your remark applies to the men who joined before 1866?—Yes.

5475. And on behalf of yourself and the other men who joined before 1866, you object to the increments being given at periods of five years?—Yes; and that instead of those increments one-thirtieth be added for each year's service.

5476. Are not you aware that you can go out on full pay after thirty years' service?—I am.

5477. That is more than any other service in the country gets, except the Dublin metropolitan police, under similar conditions. Is it, then, a great hardship, contrasting your position with other forces in the kingdom, that there should be those increments at the end of every five years, instead of yearly?—I think it might tend to the good of the service if my view were taken. Say, I have twenty-five years' service, or about twenty-five; I know I will not be able to serve on till thirty. I will leave at twenty-five years' service, if I find that by serving any longer, say, till twenty-six or twenty-seven, I will get nothing.

5478. But I do not think it would be at all desirable that the State should lose the services of so good a man as you are at twenty-five years' service?—I hope the State will not have to lose my services.

5479. Chairman.—Go to the next subject?—The next I regard as one of vital importance, namely, the question of unfavourable records.

5480. The present system leaves the unfavourable record on for ever?—It does.

5481. At what time would you have it removed?—At most in five years; but I think it ought to be removed after three years.

5482. That is as regards promotion?—Yes; and it ought never to tell against pension. I believe there is no regulation of our service that is so calculated to destroy the vitality of the force as unfavourable records. It kills some men when they have the misfortune to earn an unfavourable record, as it tells against them all through. There is no release except the grave alone. For instance, a man is fined 10s., with a record in the debt, before he properly understands his position; and at thirty years' service there may be 1l. deducted from his pension for that one offence. That is very galling on a man.

5483. Suppose there were two men, one of whom never had an unfavourable record and the other had, even at some distance of time, and suppose these two men were equal in all other respects, as between these two men would you say that the man who never had an unfavourable record should have a better chance than the other?—Unquestionably I would.

5484. But only in cases where there was no other difference between them?—Yes.

5485. Go to the next subject?—I think that the extra pay at present granted to the force should be made permanent.

5486. Have you anything else to say on the sub-

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fect of absence or night allowance?—Yes. I do not approve of the present regulation that a man must leave his barracks before 9 o'clock P.M. and not return until after 3 A.M. in order to entitle him to the allowance. If I leave at ten minutes past 9, and do not return until 3 P.M. on the following day, all I get is the allowance for twelve hours' absence, instead of the night allowance.

5487. What remedy would you suggest?—I think ten hours' absence for a night ought to count for the night allowance.

5488. Mr. Harrel.—Would you say that twelve hours' absence, three of which were between the hours of midnight and 3 A.M., would be a fair modification of the present rule?—I believe it would.

5489. Chairman.—The next subject, please?—That an allowance of 3l. per annum be given to each man for boots.

5490. How many pairs of new boots does a man in Derry wear in the year?—Generally speaking, about three; two strong ones and a light one.

5491. What do you pay in Derry for boots?—They are very dear. You will not get a pair of high-tops for less than 15s., and you pay from 18s. to 21s. for plain elastic-fitted boots.

5492. Do the men generally use elastic?—The men doing duty in cities could not wear anything else.

5493. Is there any other allowance you wish to speak of?—I think there should be an allowance for plain clothes.

5494. In your county are the men obliged to wear plain clothes often on duty?—There is not a Sunday in the year that we have not men on duty in plain clothes to carry out the Sunday Closing Act.

5495. Taking each man, how often is he obliged to go on plain clothes duty in the year?—I suppose three or four times a-month.

5496. How often do you think a man requires to get a new suit of plain clothes?—A suit of tweed every two years would do him for looking about.

5497. What do you suggest for that?—I would say about 5l.

5498. 5l. a-year?—Yes.

5499. That is a shade above some of the men who have come before us, in fact, many of the men said 3l. a-year?—If we say boots and clothes, I would say for both about 5l.

5500. Is there anything else?—We are always charged 8s. for the making of a tunic, and we are allowed but 6s. 6d. We lose 2s. 6d. on that. For the making of the trousers we are allowed 2s., and we pay 3s.

5501. You lose 3s. 6d. on the tunic and trousers?—Yes.

5502. You seek that that be considered also?—Yes.

5503. Pass to the next subject?—The next is that a senior should not be punished for the acts of a junior when on duty, except the senior be a party to the offence.

5504. You have found it is generally in cases of drunkenness the rule works badly?—It is.

5505. What you want is that a man should not be answerable for a comrade getting drunk, unless it was through some connivance or gross neglect?—Yes.

5506. What is the next matter?—It is the wish of the force that three-fourths of the promotions to the rank of sub-inspector be made from the ranks.

5507. Do you find that men are as amenable to superior drawn from the ranks as to others?—I believe they are.

5508. And that they are as respectful to them?—Yes; though, if I give my own individual wish, I would prefer serving under an officer who joined as a cadet than an officer who rose from the ranks.

5509. Mr. Holmes.—You probably represent the views of a good many other constables?—I believe I do.

5510. Chairman.—Is it fair to ask why it is you

have that feeling of preferring a man who had been a cadet; is it that he would administer the discipline more generously or with less rigour than the other?—I believe that there is a style about him that the other could not attain.

5511. Go to the next matter, please?—It is with regard to promotion from the rank of sub-constable to acting constable. No sub-constable under seven years' service should be allowed to compete if there is a certain literary test laid down by the Inspector-General, and each man's paper should be submitted to the Inspector-General for examination, and the man's name placed on the county inspector's list accordingly.

5512. Am I to gather that though you would like that alteration, you would still have promotion to the rank of acting constable go by county?—I would not interfere with that.

5513. Mr. Harrel.—That the vacancies in a county should be filled up by the men in the county?—Yes.

5514. You think, perhaps, the inequalities which at present exist as regards men promoted at certain periods of service would be done away with if there was a uniform system adopted through the country, but still preserving the promotion by counties?—Certainly.

5515. Is there anything you have to say about promotion to head constable?—I believe the select list is regarded as a failure.

5516. Tell us in what respect it is regarded as a failure?—I know men who have only four years' service, and they are constables, and when they are two years in charge of a station as a constable they are eligible to compete on the select list.

5517. That would enable them to attain the rank of head constable at six years' service?—Yes. I consider, if the select list is to continue, that no man should be allowed to attain the rank of head constable under fifteen years' service.

5518. But I take it that if the general promotion suggested by you were carried out, a well-conducted and clever man would have the chance of looking forward to head constableness at fifteen years' service under the ordinary rule?—He would. A man on the seniority list, although he may not know the geography of the British Islands, has police education which the select list man lacks.

5519. Chairman.—Pass to the next subject, please? I would allude to Stevens' Hospital, Dublin. I do not like it as an hospital for the men.

5520. Is this a matter which the other men besides yourself feel?—It is one of those things that men do not like to think of; it is nearly like preparing your coffin before you are actually dead. It is a place sooner or later where you may have to go.

5521. What is the objection to Stevens' Hospital compared with other hospitals?—When a man is sick, that is the very time he would require the ministrations of his clergyman, and unhappily in Stevens' Hospital I know of no Roman Catholic clergyman to attend the Roman Catholic policemen.

5522. Is that the rule?—There is no Roman Catholic clergyman proper to attend it.

5523. It is, more or less, a casual thing?—There is a Protestant church in it and a chaplain.

5524. Mr. Holmes.—In what cases are men sent to Stevens' Hospital?—All men for medical inspection are liable to be sent to Stevens' Hospital prior to their discharge from the force.

5525. Is it only in cases where men, seeking to be discharged, are ordered up from the country for medical inspection?—It is not confined to them. A man stationed in any part of Ireland, if the local medical attendant considers his case a serious one, may be sent for special medical treatment.

5526. Mr. Harrel.—Then that man is usually sent to Stevens' Hospital?—He is.

5527. Therefore, this question of Stevens' Hospital affects the force generally?—Yes; and then the depot is in one parish and Stevens' Hospital in another. There is a church in it, but there is no

place of worship for Roman Catholics in the institution.

5528. How do the Roman Catholics who are there obtain visits from the clergy?—They merely ask the nurse to send for a priest, and if she is good enough she may send to James Street to the Presbytery and one of the priests may come down; but a Roman Catholic can never attend Divine Service on a Sunday, or anything like that, and I do not know that the priest in James Street is compelled to come.

5529. Mr. Holmes.—It is most proper that this matter should be brought before the Committee, and be most carefully inquired into?—Thank you.

5530. Mr. Harrel.—Does the objection to Stevens' Hospital mainly consist in that?—I think that should be the principal one.

5531. Have you any idea in your mind how that could be remedied?—I am not certain of my own knowledge whether at the Military Hospital convenient to the depot there is a Roman Catholic chaplain attached or not. If there is, the men could be sent there.

5532. Would you have all the men sent there?—I do not see what there is to prevent all the men being sent there. There are hospitals in the city where Roman Catholic clergymen attend, for instance, the Mater Misericordie; but Protestants would have the same objection there.

5533. Chairman.—It is a very wise thing to bring it forward. Is there anything else?—It would be the wish of a great many in the force that no member of the force under the rank of sub-inspector should be allowed to join the Society of Freemasons.

5534. State your reasons?—As far as I am personally concerned, I have no wish one way or the other. I believe it does not interfere in the slightest degree.

5535. Are you speaking the views of many constables in Derry when you bring forward this matter?—It is the feeling of a great many, whether rightly or wrongly, if a young man is promoted, and he happens to be a Freemason, to attribute his promotion to that fact, though I believe there are no grounds whatever for it. I believe his being a Freemason has not the slightest effect one way or the other.

5536. Mr. Harrel.—Do you not think the wiser principle to go upon would be to endeavour to correct on some uniform principle the system of promotion rather than to try to meet the question by bringing about an invidious distinction of this sort?—I would not wish at all to bring about an invidious distinction indeed.

5537. Do you not think it would be?—I think it would be far better.

5538. You have suggested that certain uniform principles should be adopted with regard to promotion?—Yes.

5539. Then this question of being or not being a Freemason as affecting a man's promotion would be void?—It would be got rid of in that way. Three-fourths of the men of the service are prohibited by a higher regulation from becoming members, and that is why there is any feeling at all on the subject.

5540. Mr. Holmes.—But if your proposition were adopted it would obviate that?—Quite so. The impression is there unquestionably. I know that from my own intercourse with the men, though I do not agree in it at all.

5541. Chairman.—Is there anything else you wish to add?—There are a great many minor things in the regulations that make men's minds uncomfortable.

5542. Allude to them briefly?—There is a regulation prohibiting men from going more than a quarter of a mile from their barracks when off duty.

5543. That regulation is sometimes broken?—I believe it is frequently broken.

5544. What alteration in that regulation would

you suggest to meet the wants of the service and make things more comfortable?—A member of the force might absent himself from his barracks for two hours by telling the barrack orderly where he is to be found, but he is not to go more than a quarter of a mile. If he is allowed to absent himself for two hours, he should be allowed to go 2½ miles.

5545. Is not that a large radius to give him?—I believe no harm would be done by it. In a great many instances they do not confine themselves to a quarter of a mile, and so long as it is a regulation of the force, a man is liable to be punished.

5546. Do you think if there was a regulation enabling the officer to specify to the constable the necessities of the place that that would go some way to remedy it?—I believe it would.

5547. Mr. Harrel.—You would say not exceeding 2 or 2½ miles?—I would.

5548. Then that would enable the officer, if he believed there was anything dangerous in their going that distance, to restrict them?—Yes.

5549. Chairman.—That regulation compelling a man to live within 440 yards of the barracks is found a source of expense?—Except in the city; if you take the married men in the depot, none of them could be accommodated within that distance.

5550. Is that rule applied in the depot?—The regulation is in existence, but they must get an exemption order, or they could not live down town, and they are living down town.

5551. Is there anything else?—At present constables are allowed to give their men four hours' leave, but that leave must terminate before roll-call, 10 o'clock p.m.

5552. What alteration would you suggest in that?—It would be a great matter if a constable could give leave for six hours, terminating before 12 o'clock midnight. It would save the officer a good deal of trouble, and particularly in Derry, men applying for leave to go to the theatre, and things like that, and it would be no harm in the world, the usual precautions being taken if men commit themselves, and prove unworthy of the indulgence, not to give them an opportunity again.

5553. Mr. Harrel.—That would be once a-week?—Some of the men might not look for it in twelve months.

5554. But the maximum that a constable could grant to one man would be once a-week?—Yes.

5555. And in plain clothes?—There is a regulation that if a man gets leave he goes in plain clothes.

5556. Is not the regulation interpreted that if he gets four hours' leave he is to be in uniform?—It is not the practice in Derry.

5557. Mr. Holmes.—What is your opinion as to going into public-houses?—As far as taking a friend into a public-house, or going in when not on duty, I do not think it would interfere with the good of the service. On the contrary, it would do no harm to give him leave to go in when off duty.

5558. Chairman.—Do you think it a wise general rule that he should have that leave, or that the officer in charge might restrict the leave when, owing to the state of the town or the times, it would be advisable he should not have it; do you not think that some discretion ought to be left to the officer?—Unquestionably; there would be a difficulty, and if such a permission did not work well the officer should have a perfect right to order its discontinuance. But it is a great hardship to deprive a man of the rights of citizenship, that he cannot when off duty go into a public-house to get a pipe of tobacco. It places us in a very unhappy position in a city or town where the lower orders do not care about the police. The men do go in, and would run risks from time to time if there was an officer in every barracks. But then you are at the mercy of any coarse boy in the town to cast it in your teeth that you had no right to be there without leave.

5559. Mr. Harrel.—Do you think, if a general per-

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mission were given to a policeman to go into a public-house for necessary refreshment with a friend when off duty, the men in the service generally might be trusted to frequent only houses of respectability and in proper company?—I have no special opinion about it; they might well.

5503. And that a man who transgressed in that way would be punished by his comrades?—His own comrades would be the first to hold him up to censure and condemn him.

5504. *Chairman*.—Is there any other matter you would like to refer to?—At present, as the regulations are, if a man gets, say, six or eight hours' leave from his officer to go, say, from Derry to Castleock, the nearest station to Derry, the first thing he must do on his arrival is to report himself at the barracks and get his leave signed. If he has a friend with him he will be ashamed to tell him what he is going there for.

5505. That is found to be a hardship?—It is unpleasant; if a man got four days' leave he would not have the slightest objection to report himself at the nearest station, but if for only one day he must be regular when leaving, and be inspected after he returns.

5506. *Mr. Harvel*.—You think the inconvenient inspection unnecessary?—Quite unnecessary.

5507. And sometimes inconveniences him?—Yes.

5508. For a day's leave a man need not report himself?—I think it is quite unnecessary.

5509. *Chairman*.—Is there anything else?—I think a sub-constable should retain the maximum pay of his rank, say, at ten or twelve years' service, and not as at present at twenty. At ten or twelve he is as good a policeman as ever he would be.

5510. Would that give much satisfaction to the sub-constables of the force?—I believe it would, it is a very long time to look forward to, twenty-one years, or something over twenty, and if he is ever to get promotion he will have it at fourteen or fifteen years' service.

5511. Do you think that is a thing the sub-constables feel strongly about?—I believe it is.

5512. Was there much discontent or complaint in your district before this inquiry?—There was a considerable share of muttering.

5513. But that never found its way into anything like indiscipline?—For from it, there was never the slightest approach to it.

5514. *Mr. Hobson*.—When did the men begin to think their present pay was not sufficient?—As long as I was in Derry I have heard them talking of the pay, and contrasting it with that of other police.

5515. You have been there four years?—Four years and a-half.

5516. *Chairman*.—Do you think the force at present has much of a hold on the young men of five, six, and seven years' standing; are they much attached to it?—The young men of that standing do not care much about the service.

5517. They would not have the same anxiety to stop in it that men of longer service have?—Indeed they would not.

5518. *Mr. Harvel*.—Can you account for that feeling in any way beyond the mere question of pay and pension?—I do not know that I can.

5519. *Chairman*.—It is not the result of anything like disloyalty?—No; I believe there is an absence of all that.

5520. Or any unwillingness to do their duty?—No from it.

5521. Then it must resolve itself into the idea that they could do better elsewhere?—That is the ground I would base it on.

5522. No doubt there are a certain number of men, if a very large concession is not made to their demands, will very naturally think of bettering themselves elsewhere?—I believe a great number of young men will go to New Zealand and elsewhere, but I think the entire force, even to the very

youngest member, would repudiate the word "disloyalty."

5523. If any man do leave the force in time to come it will be simply the result of a wish to better their condition?—Certainly; they see young men not as strong or healthy as themselves going to foreign countries and coming back well off.

5524. Coming from the class they are recruited from?—Coming from their class.

5525. *Mr. Roberts*.—Do you think it would be easy to supply their places?—I do not believe recruiting is progressing favourably, though the standard is lowered.

5526. *Chairman*.—Do you mean you would not get the numbers or the quality?—I believe you will get neither.

5527. Do you not think there are lots of men in this country, if you were not particular as to quality, to whom 52*l* a-year is a fortune to start with?—I do not know that there are lots of men.

5528. Would you get as good a class of men at the present rate?—I would not.

5529. You think the men are of a class to whom greater inducements are held out by the prospect of a fortune elsewhere?—I do.

5530. Do you see any improvement or deterioration in the class of men now?—I saw the recruits in the depot yesterday. I have had sixteen years' experience in the depot, and I can see the recruits of former years as if they were in a glass, and I fancy there is a great falling-off.

5531. Does not that hold good in consequence of the great demand for recruits?—That may be the cause.

5532. A good many told me that the men who came in two or three years ago were as fine a set as ever entered the force?—That is my experience as regards four or five years ago.

5533. Then it is the reduction of the standard and the greater pressure for men, more than the question of pay, that has led to the deterioration of physique?—Yes.

5534. Is there anything else?—On the 17th December, 1877, a circular was issued that men three months non-effective were liable to certain deductions from their pay.

5535. You are now referring to the rule which takes 7*l* a-day off a man's pay after ninety days' illness?—Yes.

5536. That rule has been found a grievance?—It has.

5537. That rule was directed against malingering?—Yes; but it will never catch a malingering, because the malingering can get well when he likes as he can get sick when he likes, and if the medical men are not able to deal with the malingering our regulations can, since he is liable to dismissal or something tantamount to it. I am strengthened in this by a case in point. A constable was ordered to a station in January last, but never joined; he was unwell at the time he was ordered there. He was not paid off till July or August, and there was 7*l* a-day stopped. He appeared before a medical board and got out of the service as unfit.

5538. It diminishes a man's income often at the time he requires maintenance?—Yes.

5539. Is there anything else?—There should be recognized advancement in position and pay for county inspectors' clerks, owing to the importance of their situation, and the confidential character of it.

5540. *Mr. Harvel*.—What would you suggest?—I would increase the store allowance, say, to 1*l* a-day, and that would make up for extra pay.

5541. That would be 18*l* 5*s* a-year?—Yes.

5542. What do you say about advancement in position?—They want the temporary rank of head constable. Then if the staff of clerks in the Constabulary Office here could be taken from the force it would encourage the members of the force, who would be better acquainted with the working of the force than civilian clerks could be.

5600. *Chairman*.—From your knowledge of the duties and the men, a great number of them could be got competent?—I know a great number of them would, at least, I believe so.

5601. Is there any other matter?—I think it is a matter of regret that in the case of children in

barracks, females particularly, when they come to 14½ years of age they must go out.

5602 They were removed on the ground that it was not pleasant to have a young girl in the barracks with young men?—She would be safer there than in the house of some person outside.

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5603. *Chairman*.—You are stationed in the County Kerry?—Yes, at Mounsmore.

5604. How long have you been stationed in Kerry?—Over nine years. I will have been ten years' service to-morrow, and I have been stationed there all the time with the exception of the time I was in the depot.

5605. Take the subjects you are to speak of in your own order, beginning with what you consider the most important?—The first thing we complain of is that the present pay is inadequate. We also consider that men should have the highest pay given to the rank of sub-constable at fifteen years' service; and that some provision should be made for a senior sub-constable who would be passed over for promotion.

5606. *Mr. Holmes*.—When you say the present pay is inadequate, when did you begin to think it was?—At the time I joined the police I did not understand the rates, and when I did I was in such a position that I did not like to leave till I saw what improvement would be made.

5607. When did you join?—8th September, 1872.

5608. You found that the Act of 1874 improved your position very materially?—Yes, at that time.

5609. You got a very considerable increase to your pay?—Yes.

5610. Were you not satisfied with the increase you got?—Yes.

5611. That was only eight years ago?—I had not much knowledge of the police force at that time.

5612. But you were satisfied in 1874 with your pay?—I could say it was five years before I had any knowledge of the police force.

5613. You say you joined the force two years before 1874; did you save any money in those two years?—No; I could say I have no money saved after ten years' service, with the exception of the lump sum I got lately, and a sum I got from my brother in America; I spent it on leave of absence.

5614. *Chairman*.—But apart from money saved, you did manage to have some money on leave of absence?—I managed to have a few pounds at the end of the year when I would want to get leave.

5615. You have a scale of the expenditure?—I have a scale of the actual expenditure of a married man with three children not accommodated in barracks; here it is (*hands document to Chairman*).

5616. What do you put down for his lodgings?—I put down 15s. a-month.

5617. Have you been asked to seek an allowance for married men not accommodated in barracks?—I have.

5618. This account gives the monthly expenditure of a man with three children at 6l. 16s. 7½d.?—Yes.

5619. And puts down for clothes for his wife and children 5s. a-month?—Yes, exclusive of himself; and his expenditure would come to very nearly the same as a sub-constable's.

[The following is the account:—

A married man's expenses, with wife and three children, not accommodated in barracks:—3 lbs. tea, at 3s. 4d. per lb., 10s.; 16 lbs. sugar, at 3d. per lb., 5s.; 1½ lbs. beef daily, at 8d. per lb., 12. 10s.; 4 eggs each day for himself and wife, 8s. 4d.; bread,

4d. per day, 10s.; ½ stone potatoes each day, at 6d. per stone, 7s. 6d.; 1d. each day for vegetables, 2s. 6d.; 8 lbs. butter, at 1s. 3d. per lb., 10s.; 1½ stone oatmeal, at 1s. 9d. per stone, 2s. 7½d.; 2½ lbs. soap, at 3d. per lb., 7½d.; blacking for boots, 3d.; blacking and finish for belts, 1½d.; 1 quart sweet milk, at 3d. per quart daily, 7s. 6d.; butter-milk, 2s. per week, 8s.; tobacco, 15 oz., at 4d. per oz., 5s.; 1 lb. candles, 6s.; 4 quarts oil, 3s. per quart, 1s.; ½ ton coal, at 12. per ton, 10s.; 1 stone flour, at 2s. 6d. per stone, 2s. 6d.; towards cleaning barracks, 1s.; corn-flour, for children, 1s.; house-rent and taxes, 15s.; collection for four Sundays for himself and wife, 8s.; clothes for wife and children, 5s.; portion of yearly collection for clergy, 1s.; total, 6l. 16s. 7½d. Clothing, &c., the same as single men.")

5620. Have you a similar estimate for a single sub-constable living in barracks?—I have. It is drawn from my own information (*Assess is done*).

5621. This includes the extra things for breakfast, as well as what is in the ordinary rates account?—I omitted some things. I give the actual expenditure I think necessary.

5622. You also put down shirts, drawers, boots, &c., at 14s. 3d., making up 34. 13s., and you put down a balance of pay of 12. 0s. 11d. per month, a little more than 8s. a-day?—Yes.

5623. You have got about 8d. a day over?—Yes.

5624. Would that 8d. a-day under ordinary circumstances go to savings, or are there other matters that would have to be paid for?—Yes, I do not mean to say I have that 8d. over. In that mass account there is nothing for drink.

5625. That would be in the case of a man who did not take any drink?—Yes.

5626. But there is tobacco?—Yes.

5627. *Mr. Holmes*.—If you struck out tobacco you would have enough to pay for drink, and still you would have 8d. a-day over?—Yes.

5628. Are you aware that this saving of 8d. a-day means an annual saving of more than 12l. a-year?—Yes; but I do not put that down as an average. I expend more than that myself.

5629. *Chairman*.—That is to say you do not save 8d.?—I do not.

5630. Do you mean the items here are not sufficient for your ordinary expenditure?—I say it takes a larger quantity than what I have there. I saw the other day that the actual expense of the men account was up to 12. 17s., without eggs, tobacco, or porter, or anything that way.

5631. Then the 8d. a-day is a larger sum than you would be actually capable of saving?—Yes; I could not save 8d. a-day.

5632. *Mr. Holmes*.—Do you think any man in the district would save 8d. a-day?—I believe there are men in the district who would save it.

5633. *Chairman*.—Are they saving it now, do you think?—I do not know. Owing to the severe duty we have to perform, there is more attention paid to food.

5634. *Mr. Holmes*.—Do you think that the men who save money out of their pay stint themselves?—I do not mean to say they do. I am sure they are careful.

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5634. But that they give themselves all the necessary food?—Oh, yes. It would be against the regulations to do otherwise.

[The following is the account of expenditure for a single-sub-constable, submitted by the witness:—

"Mess account and other necessaries for a single man for a month of thirty days:— $\frac{1}{2}$ lb. beef, at 8d. per lb., 4s.; one loaf of bread, 3d., 3d.; 5 lbs. of butter, at 1s. 3d. per lb., 6s. 3d.; 5 dozen eggs, at 10d. per dozen, 4s. 2d.; 1 lb. 6 oz. tea, at 3s. 4d. per lb., 4s. 7d.; 8 lbs. sugar, at 8d. per lb., 2s. 8d.; milk daily for tea, 1s. 3d.; $\frac{1}{4}$ stone potatoes daily, at 6d. per stone, 3s. 6d.; cooking and washing, 5s. 6d.; 1 lb. tobacco, at 4d. per oz., 3s. 4d.; stimulants and milk for night, 3s. 8d.; vegetables, mustard, salt, and pepper, 2s.; extra fuel and light, 1s. 6d.; collectibles on Sundays, 4d.; newspapers, 1s. 3d.; stationery and postage, 1s. 4d.; blacking for boots, 2d.; soap, for month, 2s.; total, 22 18s. 6d., together with shirts, drawers, boots, socks, towels, handkerchiefs, &c., 15s. 3d., making a total of 38 13s. Balance of pay, 11 6s. 11d., or equal to a little more than 8d. per day. The following articles are by the year, except where stated otherwise:—Shirts, 2 inside at 3s. 6d. each, and 2 outside at 2s. 8d. each, 12s. 4d.; drawers, 2 pairs at 2s. 6d. each, 7s.; 2 new pairs of boots, at 12s. per pair, 11 18s.; soles and heels 2 pairs, at 3s. 6d. each, 7s.; 4 pairs socks, at 1s. 6d. per pair, 6s.; repairs of boots, 1s.; 4 handkerchiefs, at 6d. each, 2s.; 2 towels, at 10d. each, 1s. 8d.; making up of uniforms, 5s. 6d.; repairs of ditto, 2s.; large cap every two years, at 2s. 8d., 1s. 4d.; suit of plain clothes every two years, at 3d 10s., 1d. 10s.; table-cloth, 1s. 6d.; basins, one pair in two years, at 2s. 6d., 1s. 3d.; paste and finish for belts, 1s. 6d.; yard-brush, sweeping-brush, waste for day-room, and window blinds, 9s.; cooking utensils, 3s.; mitts, one pair every two years, 6d.; black-lead and sand for cleaning barrack, 1s.; constabulary list, 3d.; band fund, 1s.; collection for clergy, 1s.; incidental expenses, 11. Total, for twelve months, 81 10s., or nearly 14s. 3d. a-month."] "

5635. Chairman.—Will you go on to the next subject connected with pay?—The men desire that a sub-constable should receive the highest pay of his rank at fifteen years' service, and that a provision be made for sub-constables who are passed over for promotion, giving them something in case they are not eligible for promotion. That it be optional for the county inspector or Inspector-General to say when they would be passed over.

5636. Go to the next argument?—We want the men who joined since 1866 to be put on the same scale of pensions as the men who joined previously.

5637. State the ground on which you men put that claim?—On the ground of expenditure, so that when we have thirty years' service completed we have no money put by, and we are not able to live on a pension at the rate of three-fifths of our pay. I have known cases of men who retired on small pensions asking the Petty Sessions Clerk to get leave for them to serve summonses for Petty Sessions.

5638. That is, becoming process server?—Yes; and we think it a disgrace that a police constable should have to resort to such a mean occupation. There must be some person for it, but the policeman ought to be above it after serving thirty years in the force.

5639. If he takes care of himself is not he able to do a certain amount of work?—The only thing is, if you are in a large town, and serve for ten or twenty years, you will become acquainted with the respectable people. In a rural place, such as where I am, all the pensioners, except some one who got out on the last scale of pension, are actually process servers or summons servers, or watching the death of a process server to fill up the vacancy.

5640. Has the difficulty of getting employment

increased of late?—Yes; owing to this late agitation you would not get employment.

5641. When you entered the force, did not you make inquiry as to what your prospects of pay and pension would be?—No; it is only a few years ago I looked into the matter.

5642. Why?—Men raised in the country are not acquainted with those things. Ten years ago they were not so enlightened as at the present time. I had an uncle in the police who told me to join. I would not have joined the force then if I were as wise as at present. I would have gone to America.

5643. Do you think a young man enjoying the rate of pay you are enjoying, and also the prospect of a pension, would better his position by emigrating to America?—I would run the risk of doing it myself, and I believe the majority of them would.

5644. Mr. Holmes.—Are you serious in saying that the majority of the young men in the force would run the risk of giving up the certainty they have now and going to America?—I do not say that, owing to the present Committee, but owing to the standing regulations they would. I had made up my mind not to stop in the force even at the present time. My brothers send me money from time to time. However, I have taken to the police force since the present encouragement was held out to me.

5645. Chairman.—Do you mean since this Committee was appointed?—Yes.

5646. Are you aware that there is no force in the three kingdoms that gets a pension equivalent to its pay?—I believe that, but with regard to the pension we want only to be put on a footing with men in the same service as ourselves.

5647. You know the men of other forces only got part of their pay as pension?—I believe that.

5648. Do you see the difficulty there is, then, in saying that any one force is to have a pension so much higher in principle than the pensions given to the other forces?—You must take into account the pay.

5649. Your argument is that, inasmuch as the men who came before you were entitled to get their full pay as pension, there is no reason why that principle should be departed from as regards the men who came in subsequently?—Yes; the men who joined since August 1866 are stationed with men who joined previous to that date, and there is a distinction made between them when getting off on pension. They think that is a grievance.

5650. Mr. Harrel.—Do you take into account at all that you who joined since 1866 have been since you joined in the enjoyment of a higher scale of pay than the men who joined before?—I do; but they were able to live as cheap at that time as we are on the present scale of pay.

5651. Is the scale of pay not proportionately higher than the prices?—I cannot say that. If the pay went up, so did the prices.

5652. Mr. Holmes.—Taking the London force as representative of the entire force of the United Kingdom, do you think you could reasonably be put in a better position as regards pension than the London men are in?—I do not know their position.

5653. Take it as a fact from me that the scale of pensions under which the London police are is not to be compared to the scale of the men who joined the force before 1866. Remembering that the law was altered before 1866, and that you joined since then, can you expect to be put in a better position than the London men are in now?—Their pay is greater than ours. I was stationed beside a man of the London police force, who got off at twenty-five years' service, and he is in receipt of 52s. a-year.

5654. What was his position in the London force?—A sub-constable, the same as I am.

5655. Mr. Harrel.—That is, he never got above the ranks?—No.

5656. Mr. Holmes.—We will have the facts before

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Wick Smith.
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us with regard to the police forces in England and Scotland, and make a comparison?—That will show the large pay of the London police. We want compulsory retirement at thirty years' service, and optional at twenty-five, and the men to receive pension in proportion to their service.

5657. *Chairman*.—Are you now referring to yearly increments?—Yes.

5658. Are you aware that you and others who got in since 1866 will have a pension on yearly increments?—Yes.

5659. You must be making the demand on behalf of those who got in before 1866, as your pension will be calculated on the yearly increments of your pay?—Yes; and that our pensions be calculated on the present rate of pay.

5660. Do you mean that if there be an increase made you do not want that to be taken into account in calculating the pension?—I mean that pensions should be calculated on the present pay. On my own responsibility I say that I believe that would satisfy them.

5661. What is the next subject?—That the present nightly allowance be made permanent.

5662. Is there anything else on that subject?—The men would wish that the time be reduced from twelve hours, so that they might be entitled to 2s. for absence from barracks for ten hours, and 1s. 6d. for eight hours.

5663. *Mr. Harrel*.—They want the twelve hours' absence to be reduced to ten hours?—Yes.

5664. That is for extra pay?—Yes. The present *Chancellor* states that you must be twelve hours absent before you would be entitled to 2s. I consider ten hours would be sufficient.

5665. You want to reduce the twelve to ten, and hold on to the eight hours?—Yes.

5666. *Chairman*.—What is the next point?—We want unfavourable records done away with after three years' good conduct, so as not to affect promotion, and that as regards pensions they should be wiped out altogether. Men who happen to forget themselves in early days, when they look back after thirty years' service, find the records staring them in the face.

5667. *Mr. Holmes*.—Do you not think it ought to take a longer time to work out a second unfavourable record than the first?—If the unfavourable record was done away with, it would be an encouragement to the young men to behave themselves, and not give cause to repeat it. Unfavourable records can arise in two or three ways: for instance, in case of drunkenness; and, again, a man may be reported to his county inspector for having a lution loss in his tank, and he may be fined 2s. 6d. for being improperly dressed; and a few days afterwards the county inspector may meet him with one glove off. Two such lines within a certain period will make an unfavourable record.

5668. *Chairman*.—Go on to the next point?—We ask that there should be an allowance for married men not accommodated in barracks of at least 10s. a-year. Again, a constable accommodated in barracks, when his children reach 14 years, he must send them out. We think it a great grievance that a man should have to part from his family.

5669. What would you suggest?—I would suggest that the child should be allowed to remain in barracks until 17, as it would be a more respectable place than to send her out among strangers; or that there should be an allowance given for her lodging outside. But we would prefer to have a man's children remain in barracks.

5670. What is the next topic of which you wish to speak?—That the lodgings of the married men be in any part of the town, without regard to the 400 yards' limit.

5671. *Mr. Harrel*.—Any place within the precincts of the town?—Yes.

5672. *Chairman*.—Would it not be satisfactory if the matter was left discretionary with the sub-

inspector or the county inspector?—I would be quite content with that, if the authorities are good enough to give this indulgence; but the men would prefer it as a right, instead of leaving it to the option of the officers.

5673. What is the next thing?—The stoppage of pay after ninety days' sickness.

5674. That has been found to bear most hardly on men really sick, who have suffered long attacks of illness?—Yes.

5675. It does not bear hardly on malingerers?—A malingering is never caught. They might have a regulation for punishing a malingering without depriving a poor sick man of his pay. I know a case where a sick man had actually to borrow money from his comrades, 7d. a-day being stopped from him, and he was actually in debt. He had a family, too. The men consider the stoppage of pay a great grievance.

5676. What is the next matter?—We would wish that men should not be brought up to St. Stevens' Hospital for medical treatment after twenty-five years' service, or to be brought up there at all, for the reason that, as regards the Roman Catholic portion of the force, there is no provision made there for the clergy to see them, and it is the custom for the clergy to see the Roman Catholic members of the force when they are ill.

5677. If a Roman Catholic is ill, there should be free and constant access of the priest to him, and it should not be a question of sending for him at the last moment?—Yes. There is a chaplain appointed for the soldiers' barracks.

5678. *Mr. Holmes*.—We have taken particular notice of this, and we will give it most careful consideration?—Of course I mean to convey that that being the place for the police, in the event of the men being continued to be sent there something should be done; but I understand that St. Stevens' Hospital is a Protestant institution, and that the Roman Catholic clergyman do not frequent it in a regular way. I was in it for a week when I was at the depot, and I never saw the face of a clergyman. We consider it a great grievance to the force. When they begin to get sick is the time that policemen begin to look to themselves and want a clergyman to look after them. We request you will pay particular attention to that.

5679. Most certainly?—Thank you.

5680. *Chairman*.—What is the next subject?—We wish that the officers comprising Courts of Inquiry should be sworn in promises of the oaths. It is not that we have any doubt, but it causes discontent. The majority of the force are under the impression that officers are not sworn at all at Courts of Inquiry. I have never been present at one.

5681. *Mr. Harrel*.—The officers are not sworn?—We want to have them sworn.

5682. But I should also tell you, if you don't know it, that after all, although the officers make a finding, it must be confirmed?—I am aware of that. It must be confirmed by the Inspector-General.

5683. So that the decision of those matters really lies with the Inspector-General. He may differ with the officers, and confirm, or not, the finding, as he thinks the evidence bears that out?—Yes; but it is rarely the finding of the Court has been reversed. It is not that we have any doubt of the officers, but it would give general satisfaction to have them sworn.

5684. *Chairman*.—What is the next subject?—That a senior should not be held responsible for a junior getting drunk.

5685. Have you known cases where the present rule involved hardship?—I have known a case myself where a constable went on duty with a man to a fair or petty sessions, and they were separated during the day. They left the barrack apparently sober, and went along the road, and the man got barbarously drunk. The constable had to get him

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home as best he could. He reported the man for being drunk, and he was fined himself and refused for allowing him to get drunk when in charge of him. We consider that a great grievance. When a man is going on duty he may go into the scullery and send for a pint of whiskey by the barrow servant. She brings it in, and a short time previously to leaving he drinks a tot, which has not operated, and when they are a short time on the road he falls drunk. It is optional with that man to clear the matter or not. We consider that every man should be held responsible for his own acts.

5686. Go to the next subject, please?—We would like that man should be discharged from the force after twenty-five years' service on the certificate of a doctor, without bringing them to Dublin.

5687. You are aware that you, under the present regulations—having got in since 1876—can leave at thirty years' service without a medical certificate?—Yes; but I refer to twenty-five years' service with a medical certificate being sufficient, without putting a man through the ordeal of St. Steevens' Hospital. Men do not like to be coming to St. Steevens' Hospital at all for treatment.

5688. What is the next subject?—We want some more money allowed for making up uniforms.

5689. You are at present allowed a certain sum?—Yes, 5s. 6d. for the tunic and 2s. for the trousers.

5690. What do they cost you?—The making up of my uniform last cost me 15s.

5691. That is, there was a difference of 5s. 6d.?—Yes.

5692. And you seek to have an allowance made?—Yes.

5693. In most places men have to pay more than the allowance?—They have all to pay more than they are allowed. Some of them may get the uniform made up cheaper than others. A country tailor spoiled my clothes, and put me to the cost of a new uniform. I consider it better to pay for the clothes than have them spoiled. We consider one forage cap is not sufficient. The men are sometimes without a forage cap being issued for three years. We would like to get one every year.

5694. What is the next topic?—We would like to get more money for fuel and light.

5695. We know the rates. How much do you seek?—For an out-station we consider 1l. a-month would be sufficient in the winter months, and about 15s. or 16s. in summer time. That may appear large for the barrack orderly, but in some stations the fire is never extinguished. The guard is up all night, necessitating a fire in the kitchen and a fire in the day-room.

5696. Mr. Holmes:—Then you think in some cases the allowance is not sufficient for the barrack orderly, putting aside the kitchen fuel?—I believe it is not; for in some stations they will have prisoners three or four nights in the week until morning, and then a lamp will be burning and a fire kept up. The rural men in the city desired me to bring under notice the way they are treated. They are in mess in the city, paying for extra fuel and all those things, and when lands come out to play they have to escort them. They have, in fact, to patrol through the city, and yet they do not receive the 8s. 8d. a-month given to the city men. The married men and sub-inspectors' clerks get the 8s. 8d.

5697. Mr. Harrel:—These rural stations are joint stations with the city?—Yes.

5698. Are the houses actually situated within the precincts of the city, or outside the boundary?—They are all within the city boundary. I might say that one station is in the centre of Derry.

5699. How many men are there altogether?—Five.

5701. Those men are on the strength of the county?—Yes; and there is a sub-district allotted to them at each side of the city.

5702. Then it is for the purpose of superintending

the sub-districts near the city that they are there as members of a joint station in the city?—Yes. There are five of them—a constable with two men in one station, and an acting constable and a sub-constable in another.

5703. The only necessity for their being so situated in a joint station is that the men of the rural stations are required to do the work of the rural district up to the city walls?—Yes; but I have a knowledge of the locality, and that would be a great hardship on the adjoining stations.

5704. The only way it could be done away with would be by including portion of the rural district within the control of the city police?—Yes. There are only the five men for the duty, and they consider it a great grievance being in the city and not getting the 8s. 8d. a-month, which is a great deal on a mess account; though they may not be six hours on beat duty, but on an average they do six hours' duty and wear as much boots.

5705. Chairman:—Go to the next point, please?—We want section 9 of the barrack regulations altered, so that a man going out to walk should not be confined to a quarter of a mile. I am not a bad character, and in my time the distance has been measured on me by one constable to get me over the quarter of a mile.

5706. What extent would you suggest?—About 2½ miles.

5707. Would you say that in each particular town power might be given to the sub-inspector to make regulations on the subject, since what would suit in one place might not suit in another?—We would leave it to the sub-inspector to arrange the distance according to the use of the district.

5708. What is the next subject?—We would wish to have the constable empowered to grant us leave of absence from 6 in the morning until roll-call. There are some out-stations where a friend may come to see a man, and there is not time to make an application to the sub-inspector in the ordinary course, which would occupy two days, and the friend would be away. I mean, of course, to grant leave to a well-conducted man from 6 in the morning until 10 at night, and when a man is on leave any time under four days he ought not to be supposed to report himself at the station where he is spending his leave. It is a disagreeable thing when on leave to call at the barracks, sometimes leaving company, to say "I am here."

5709. What is the next subject?—We wish the circumstances to be arranged by distance from the station, and that one visit should do to each station; we are supposed to visit the stations twice—once by day and once by night, in three months. There was one station 9 miles from us, and we had to go there twice, though we knew the road on the first visit as well as on the second.

5710. Mr. Harrel:—Has not the county inspector the power of fixing the adjacent stations to each station for these visits?—I am not aware that the Code says that.

5711. What you ask for is that they should be regulated by distance rather than the mere circumstance that they adjoin your station?—Yes.

5712. Still, the county inspector has that at the present time within his discretion?—I was not aware of that.

5713. If you knew that you would make your application?—I would not for the distance, but the number of times going to the station. We consider that once would be sufficient, and an alteration in that way has been made in some counties to meet the wishes of the men.

5714. Chairman:—What is the next subject?—We find it a grievance to be wearing mules. They are an incumbrance on duty. They make us purchase them and wear them from the 1st October to the 1st May.

5715. Are you obliged to take them off going to arrest a man?—We are. I lost a pair of gloves over

the arrest of a prisoner. They ought not be worn, except going to Divine Service.

5716. There are times though, very cold, that the men would wear them?—If it were left in that way to wear them at night it would do; but we do not like to be compelled to wear them in good weather.

5717. Proceed to the next point?—We consider that a man should not be examined for promotion until he has had eight years' service as a sub-constable.

5718. Have you anything to say on the subject of the system of examination, or anything else connected with promotion?—I would wish to make a statement about promotions generally. No man should be examined for promotion except he had eight years' service. I do not wish to take it upon myself to confine it to the county, but I believe it would meet with the approval of the men if it was in the county. They consider it a great grievance that a man of three years' service should have special favour, and sent in charge of a station where there may be men of twelve years' service, whom he has to consult when anything turns up.

5719. As a cure for that, you consider there should be no promotion till eight years' service?—No examination for promotion. There is a belief abroad that a proportion of the force of a certain denomination can, by influence, get on in the force, no matter what their service is.

5720. Do you mean a religious denomination?—I mean with the exception of Roman Catholics. To come to the point at once, they imagine that Freemasonry is in the ranks, and it has been discussed over and over in the public press, and even by the men privately. I have heard myself of Freemasonry being in the ranks. The men propose that no man under sub-inspector should get leave to join the order.

5721. Your proposition is to prevent the possibility of any one of that kind having justification?—Exactly. It would meet the objection of the force that, supposing a man of a certain religion was to be examined when he came to eight years' service, there would be no ground for saying he was a Freemason or not.

5722. Mr. Holmes?—If there was a satisfactory system adopted to carry out your views, you would

not then interfere with a man's liberty to join the order of Freemasons?—No. There is a portion of the force prevented by the rules of their Church from joining the order. What I say would, I believe, give contentment.

5723. By removing all possibility of doubts of any unfairness?—Yes.

5724. Chairman.—Go to the next point?—There is another great grievance, which is this: constables are in the habit of making reports against men, and even senders against juniors; and the sub-constables when I am representing consider that a constable, or any other man, who brought a charge and failed to prove it, should be visited with the same punishment as a subordinate who brought a charge against a man in authority. In some cases, constables make a report for the purpose of getting a man transferred when they cannot get him punished, and the result is that the county inspector transfers the man to another station.

5725. What remedy do you propose?—That if a man brought a charge against another, and failed to prove it, he should be given punishment.

5726. What is the next subject?—We would ask permission to enter public-houses when not on duty.

5728. Suppose the rule was that the sub-inspector might make such regulation as would suit the locality and the time, do you not think such a rule as that would go a great way to remedy the present grievance?—No. What makes me speak on the subject is that the men enter public-houses in a hidden way, and it is disgraceful to see them standing in.

5729. You think it is safer for the service that there should be some legal toleration given to the practice than that it should be prohibited and still go on?—Yes; we consider it better that a man should walk in openly and take what he would want. If civilians, at the corner of a street, see you go in, they throw it in your face afterwards, and hold it up as a barrier against you, threatening counter-charges against a man who had prosecutions pending against them. Men will go into public-houses, and by changing the regulation it will benefit the force considerably.

5730. The next subject, please?—That is all.

[The Committee adjourned to next day.]

TWELFTH DAY.—9TH SEPTEMBER, 1882.

Present:

MR. R. O'SHAUGHNESSY, M.P., MR. R. W. A. HOLMES, and MR. D. HARREL, R.M.

Constable JOHN JAMES HOGGINS, examined.

5731. Chairmen.—You represent the non-commissioned officers of the County Tyrone?—Yes.

5733. How long have you been stationed in Tyrone?—Almost two years, and on the 5th October next I will be twelve years in the force.

5735. What is the first subject you wish to speak of?—The first subject is pension. I am under the Act of 1876.

5736. You seek for each man an equalisation of pension with those who joined before?—Yes; and

that those who joined before should get fifteen-thirtieths at fifteen years' service, and one-thirtieth for every subsequent year's service up to thirty years, when there should be compulsory retirement. At present, I can save very little money. When I leave the police what I am able to do would be very little. I cannot start in business. People would not deal with me. My father is in business, and he can do nothing, only the Inspector-General allows him and myself to live together, for that reason. The

Sub-Constable
Mick Smith.

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Constable
J. J. Hughes.

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Witness
J. J. Hughes,
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men who joined before 1865 are getting full pay on pension, and I respectfully say a less pension is not sufficient. The men are anxious to be able to retire at twenty-five years' service, so that they may be able to get something for themselves.

5735. *Mr. Holmes*.—Is it not your individual opinion that the men who joined before 1865 are uncommonly well off as regards pension?—Indeed, I think they are; and if I got that pension I will be very well satisfied.

5736. *Chairman*.—When did your father leave the force?—I believe in 1855.

5737. Did he immediately go into business?—He did not.

5738. When did he go into business?—He did not get a shop. He got a little situation at 203. a-year.

5739. Why do you say that a man starting in business would not succeed in it?—I have experience of it in the town where I am stationed. I have been almost two years in Omagh, and though strong feeling does not exist very much in the north of Ireland, a head accountant in business there is doing very little.

5740. Do you think that would be an ordinary case, in quiet times, in Omagh?—I believe it would.

5741. Do you mean to say that a police pensioner would not be dealt with by the people as a shopkeeper because he was a police pensioner?—I believe he would not.

5742. On the ground that he was a police pensioner?—And he has no friends in the locality such as an individual starting in the place would have.

5743. Go to the next argument?—That is the most important argument I have.

5744. When you entered the force twelve years ago did you make inquiries as to the pension you would have?—I did not. I believed at that time and until a few years ago I would have put the same as my father. Even my father did not know until a few years ago, and it was only the other day he knew the exact figure of my pension.

5745. I suppose as a rule men joined without inquiring what they were to have?—I believe the majority of the force thought they were all treated alike. I never knew any of them to make the smallest inquiry about it.

5746. I suppose you are aware that other forces in the kingdom besides the men who joined the constabulary under the Act of 1865 are pensioned, not on their entire pay, but on certain proportions of their pay?—I am.

5747. You see where Parliament has adopted to the Irish force that scale of pay, there would be considerable difficulty in adopting a mode of improving your pensions different to that which prevails in other forces?—Yes; but they are much better paid than we are, and they have opportunities of making money which they can put into bank.

5748. Do you mean that the pay being a higher pay than yours ensures them a better pension?—Yes.

5749. *Mr. Holmes*.—You say the men in the English police force, owing to their receiving higher pay, are able to save money whilst they are in the force. Is it not the case that a great number of the Irish police, before the recent agitation, were able to save money?—I believe it is the fact, but it must be a very small sum.

5750. But is not it the case?—I have not a penny saved this day after twelve years' service. I spend it all on my family.

5751. *Mr. Horrell*.—Were it not for the circumstance that you are living with your family as a single constable, you could save a little?—I could.

5752. Your circumstances are somewhat exceptional?—They are.

5753. *Chairman*.—Do you seek an increase of pay?—I do.

5754. What increase?—To be put on a footing with the London police, the best paid force in the United Kingdom; because I consider our duties are equally severe as theirs.

5755. When you say the best paid force in the United Kingdom, do you not think it would be fair to bear in mind generally the fact, that rural English forces are differently paid from the London, and, in calculating what is to be paid you, to have regard not only to the Liverpool and London forces, but the forces generally throughout the country?—It would be fair, but there are some of them, as far as I can ascertain, have such hard work as we have.

5756. You have very hard work in many parts of Ireland for some time past?—We have.

5757. Does that affect your county much?—It does less or more. There are several disturbed districts in it.

5758. Are you removed?—Very often. The others were I was not; I am a clerk in the office.

5759. But the men have felt the weight of the disturbance?—They have, very much.

5760. Take the ordinary times before the disturbances began, would you say your duties were as heavy from all you know as the duties of the London metropolitan police?—I believe they are, and much more. If not as heavy they are more constant.

5761. You rely on the fact of the London policeman's time being his own when his duty is done?—Yes. We never have a moment; from morning till night and night till morning we are never off duty.

5762. Passing from that, is there any other ground on which you rely?—Yes; the rate to which pensions have increased.

5763. Do you think they have increased substantially in price since 1874?—They have.

5764. What items have increased?—Take butter, for instance. In 1874 I could get better in Donegal for 9d. and 10d. per lb., and to-day in Donegal and Tyrone it is 1s. 4d. and 1s. 5d. We used to get eggs at from 4d. to 6d. per dozen, and now we are paying 1s.

5765. In former days I do not think you used so many eggs as now?—We generally had them at breakfast always.

5766. Are you more sparing or generous to yourselves now in the matter of eating and drinking than you were ten years ago in the force?—I believe we are very much the same.

5767. Breakfast is much the same as it was?—For breakfast we have bread and butter, tea and eggs.

5768. Do you use meat occasionally?—Some do.

5769. Why do you think the most has come in for breakfast?—It has always been used less or more. Generally every man takes eggs, but if a man is going out on a really hard day's work he has beef.

5770. That is in the case of a man going out on any of those duties connected with the disturbance?—Yes.

5771. Beef has not increased much?—It has in the past two years. In Letterkenny I got beef at 6d. per lb., but it got up to 8d. before I left, and to-day I am paying 6d. in Omagh.

5772. The people live on fair terms with you in Omagh?—They do.

5773. And treat you respectfully?—They do.

5774. Is there anything else you wish to add on the subject of pay?—The severity of the duties.

5775. Have you best duties?—We have.

5776. How many hours?—From half-past seven in the morning till one o'clock next morning, continuing throughout the entire day.

5777. How many hours a day does each man do best duty?—Six hours. Four men would take up the duty for one day—two in the morning till dinner time; the other two from dinner till evening, relieving each other two about at six till roll-call and the rest of the period.

5778. *Mr. Holmes*.—Do you not think the cost of living in Donegal was exceptionally low in 1874 as compared with other counties in Ireland?—I have no experience. In mentioning Donegal I merely mentioned my own experience.

5779. Surely the increase you mentioned was not the same in Denagel, in Tyrone, and Antrim?—I do not remember Tyrone and Antrim. I was in Antrim in 1871-72. I have a statement of the present expenditure.

[Hands in documents.]

5780. Chairman.—These documents purport to show the cost per month for the various ranks?—Yes. I have taken them from our own books.

5781. You consider the estimates fair?—I do.

5782. You have no objection to putting them on the notes?—I have not.

[The following are the estimates put in by the witnesses:—

"Return showing the amount paid per month by a married head constable, constable, acting constable or sub-constable, for the support of his family, six in number, not including any sum for the purchase of boots or clothing for them:—Beef, 1l; white bread, 6s. 6d.; groceries and some bacon, 2l 14s.; potatoes, 7s.; milk, 12s.; fuel, 12s. 6d.; butter, 16s.; rent, 1l.; stamp for pay-bill, 1s.; paste, 3d.; oil, 1d.; servant in barracks, 6s.; total monthly, 7l. 8s. 10d.; or total annually, 89l. 6s.

"Messing for one month of a single acting constable and sub-constable, viz. :—General mess, which includes beef, groceries, potatoes, extra fuel, cooking and washing, and vegetables, 1l 10s.; bread, 6s.; butter, 6 lbs. at 1s. 3d. per lb., 7s. 6d.; eggs, five dozen at 9d. per dozen, 3s. 9d.; porter, one bottle daily at 2d. per bottle, 6s. 3d.; total for one month, 2l 13s. 6d.; or 32l. 2s. annual messing.

"Note.—Each acting constable and sub-constable spends annually as much as a head constable or constable in the purchase of other necessaries; but the 1l 5s. which a constable pays for extra fuel, lamps, and mats, and the 1s. 6d. which he pays for sweeping brushes, sand, and floor-cloths, are included in his general mess. Deducting the total of these two sums, 1l 6s. 6d., there remains the total, 13l. 7s. 6d., which is equal to the expenditure of those other articles.

"Account of messing for each single head constable and constable for one month, viz. :—23 lbs. beef at 9d. per lb., 17s. 3d.; bread, 6s.; 5 dozen of eggs at 9d. per dozen, 3s. 9d.; 6 lbs. butter at 1s. 3d. per lb., 7s. 6d.; 1½ lbs. tea at 3s. 6d. per lb., 5s. 3d.; 6 lbs. sugar, at 6d. per lb., 2s.; 7 stout potatoes at 4½d. per stone, 3s. 7½d.; milk, 12s. 6d. per stone, 3s. 9d.; oil, 1d.; pepper, 2d.; mustard, 2d.; Farinhe refiné, 1s. 6d.; ½ stone flour for soup, 8d.; ½ stone barley for soup, 7½d.; vegetables, 2s.; 1 bottle of porter daily, at 2d. each, 6s. 3d.; servant for cooking, 4s. 6d.; servant for washing ordinary clothes, 3s. 6d.; total for one month, 3l. 7s. 8d., or 45l. 12s. for twelve months' messing.

"This calculation does not include a supper, which these men take every night. This supper costs about 5s. 3d. per month in addition to above, viz., oatmeal 3s. 9d. and milk 2s. 6d.; total, 5s. 3d.

"List showing amount expended annually by single head constables, constables, acting constables, and sub-constables, otherwise than in mess, viz. :—Suit of plain clothes every two years, with ties, 40s., or 2l. 15s., 5l. 10s.; 3 handkerchiefs every two years for winter wear, at 7s. 6d., 11s. 3d.; 3 shirts every two years for summer wear, at 4s., 6s.; 2 pair drawers annually, 5s., 6 pair socks, 12s., 2 towels, 2s., 1l. 5s.; shoes and repairs of shoes, 2l.; 1 forage cap every second year, 1s. 3d.; extra charge for making uniform, 4s. 6d.; extra fuel lamps and mats, 1l. 5s.; brushes, 2s.; blacking, 2s.; paste, 3s.; oil, 1s.; slave for bed, 3s., 10s.; tobacco and pipes, 10l.; newspapers, 15s.; note-paper and stamps, 10l.; 1l. 5s.; barrack damages, 1s. 6d., delph, 6d., wear and tear of cooking utensils, 2s., 6s. 2d.; polishing and re-bettering boxes, 1s.; sweeping brushes, sand, and floor-cloths, 1s. 6d.; soap, 2s.; payments to church and clergy, 12. 5s.; receipt stamps for pay-bill, 1s.; band fund, 1s.; washing

bed twice in the year, 2s.; washing bed-clothes once, 1s. 6d.; total amount spent annually, 14l. 14s. 2d.

"Amount of percentage of pay in addition to above:—First-class head constables, extra, 1l. 10s. 3d.; first-class head constables, 1l. 7s. 4d.; second-class head constables, 1l. 5s.; constables, extra, 1l. 5s.; constables, ordinary, 1l. 1s. 10d.; acting constables, 1l. 0s. 3d. Sub-constables:—32l. 8s., 18s. 9d.; 50l. 16s., 17s. 11d.; 57l. 4s., 17s. 2d.; 54l. 12s., 16s. 3d."]

5783. Suppose young men leave the force either as young or younger than you are, what do they look to doing—the reason I ask the question is to know what their standards of success in life are?—The majority of them emigrate to Canada and Australia, and join the police there.

5784. What is the tendency?—Yes. The tendency is to go where they are better paid. They are not able to work after a few years in the police.

5785. What do you mean by saying they are not able to work?—I would not be able to do manual labour, and expecting to join the police I got no trade.

5786. Mr. Holmes.—So far as you know, from what class in the community is the majority of the force drawn?—They are farmers' sons. I have great experience of it, for I am helping to recruit for the last four years.

5787. Chairman.—What class of farmers—how many acres would they hold?—The county inspector in Omagh asks the question, and they generally say their father has from 20 to 30 and 40 acres. I never heard one of them say his father had less than 20 acres of land.

5788. Is your county would that mean land in the higher or lower part of the county?—Every portion of it.

5789. Protestants and Catholics?—Yes.

5790. The whole force is not of farmers' sons?—Oh, no.

5791. What other class contributes largely?—I could not say any class contributes largely. There would be an odd mason, an odd carpenter, or an odd labourer, but only an odd one.

5792. Some policemen's sons join?—Yes.

5793. They are a considerable proportion?—They are not. I am two years in Tyrone, and no policeman's son has joined.

5794. Go to the next subject of importance?—The next is unfavourable records, which we wish to have expunged after four years' good conduct, and after three years that they should not count against a man on getting promotion.

5795. For what purpose would they remain on the books between three and four?—Just to have them against the man. A man who has good conduct for four years is anxious to improve himself in the force.

5796. With regard to their effect on pensions, have you any remark to make?—At present it is taken off a man's pension for an unfavourable record.

5797. Mr. Harrell.—It depends on the opinion expressed by the Reward Board, I believe?—Yes.

5798. There is no absolute scale?—No; I never saw it.

5799. The fact is, a man's position is occupied by his general character as to favourable and unfavourable records?—I do not think the favourable records have anything to do with it.

5800. If a man has one favourable record and two unfavourable?—In my experience, a man gets 1l. in hand as a bonus for a favourable record, and 1l. a-year taken off for the unfavourable records.

5801. Chairman.—Would you have them not count as regards pension?—Yes. There is another way a man with unfavourable records might be punished. When leaving the service, a man gets from 4l. 16s. to 6l. from the reward fund to help him home. That could be taken from him.

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J. J. Hughes.
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J. J. Hughes
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5802. After all, that is taken from the Constabulary Force Fund, to which he has subscribed?—Yes; but if it is necessary to punish him, and say he is not as well entitled to a reward as a well-conducted man, I would stop it.

5803. That is scarcely looked upon in the light of a reward at present; it is to enable a man of any character to discharge some little debts and bring him home?—Yes.

5804. If you take off that it might be disadvantageous to the individual, and embarrass others too?—A man suffers amply for unfavorable records. I have experience myself of a case where a man happened to get a day's leave and get drunk. He was fined 10s. I would calculate that when he retired he would have paid 50l. 4s.

5805. Mr. Holmes—Explain that?—By the loss of promotion. At the time of getting the unfavorable record he would have got promotion two months afterwards.

5806. Chairman—Go on to the next subject?—The next is promotion. We ask to have two head constables made sub-inspectors for every cadet; that is, two-thirds of the promotions from the ranks.

5807. Is it your experience that the men are pleased to serve under officers coming from the ranks?—It is. I believe they would make a greater fight for their men than the other officers; not that I have any complaint to make against any officers in the force myself.

5808. Do you believe they are better able to control the men?—Not better able, but I think they are kinder of the men. In any district where one of these officers is serving he would push on the county inspector to promote his men more than the other officers do; he would insist on getting promotion for the men of his district. That is my experience.

5809. Have you anything else to say on the subject?—I would wish also that when a head constable fails in his examination for sub-inspectorship, he should get some additional pay; because I believe a man who has failed in promotion is suffering from disappointment, so that he will not do his duty very well, and will only get in his time.

5810. But supposing a head constable gets his chance, and it was a foolish thing for him to try it for the want of ability and knowledge, do you think a man of that kind should get anything for disappointment; or rather, do you not think your remark would be better confined to men who come very near it?—I wish to confine it to those who come near it. I would also wish to have the number of head constables on extra rate increased, in order that old head constables who served faithfully and had hard work should get some increase.

5811. Mr. Harrel—The number now is twelve in each class?—Twelve in each class.

5812. There are twelve in the first and twelve in the second?—Yes.

5813. As a matter of fact, none of the head constables of the second class have the extra rate?—I think not.

5814. Would the present state of things be remedied if the Inspector-General had power to give the extra rate to twenty head constables, irrespective of class?—I do not think it would. I would give it to a great many more than that. I would say any man who has been called up for examination for sub-inspectorship should get it when he fails.

5815. Chairman—If he went reasonably near it?—Yes.

5816. Go to the next point?—I would have two ranks of constables made, first and second. I would have the first filled by men who were fitted for the rank of head constable.

5817. What is the next matter?—I would wish to have the select list abolished, and another list established in its place, and the examination made

easy. Those who are studying for the select list do nothing whilst they are at it.

5818. They do the ordinary duty?—Not properly. The geography is difficult to pick up, and they spend all their time trying to remember it. I believe the Inspector-General could bring forward the intelligent men of the force by an examination in his own office on the Civil Service system.

5819. Mr. Harrel—Have you anything to say as to the period of service when men are examined for promotion?—I think no man should get promotion under seven years' service.

5820. Have you formed an opinion as to the period of service when a constable should become eligible to compete for the rank of head constable?—Every constable of two years' standing.

5821. That would admit of a man being promoted to the rank of head constable at nine years' service in the force?—No. If promoted to the rank of acting constable at seven years, he generally has to serve twelve or eighteen months before he becomes a constable.

5822. Well, he could be head constable at ten years' service?—Yes.

5823. Have the men viewed it from that point, and is that their general opinion?—I believe very few men of that service would get to be head constable. There is not that amount of intelligence in the force. An odd man might succeed.

5824. Then you would go on the basis of the select list, so far as the rank of constable is concerned—two years in charge of a station?—Two years for all constables.

5825. Chairman—What is the next matter?—I wish that all constables in the force should get a chance of becoming head constable. At present it is only those whom the officers recommend, and there are several who think they could pass it.

5826. Mr. Harrel—Would you make it that after a certain number of years' service in the rank of constable it would be competent for any constable to come forward and show whether he was fit or not?—Let the Inspector-General arrange them by seniority, and promote them when vacancies arise.

5827. Chairman—Go to the next point?—We would ask an allowance of rent for married men not accommodated in barracks. I am paying 14s. for a house myself in a quiet portion of the town.

5828. Your father lives with you?—My father and four sisters.

5829. If you were a married man with a wife, would not you get a cheaper house?—I would, from 10l. to 12l. in Osnagh.

5830. For how much in the county?—About 8l.

5831-2. Mr. Holmes—Supposing your pay was sufficient to keep you as a single man, as you think you ought to be kept, would you expect to receive from the State a lodging allowance when you married?—They do expect it.

5833. Do you individually think you ought to get it?—If I were well enough paid I would run my chance myself.

5834. Do you not think that before deciding to enter on the married state, considerations of prudence ought to weigh with a policeman as with every one?—They should. The men think they should get the rent.

5835. Chairman—It would relieve a great many men if they got rent at the end of ten years' service: do you not think that an allowance at ten years' service would go a long way to meet the difficulty?—I believe it would. At present, when they get married they take a room, which costs them between 2s. and 3s. a-week.

5836. Suppose a man waited till ten years, then his allowance would begin immediately?—It would.

5837. Go to the next subject?—The men seek an allowance for boots and plain clothes.

5838. What would be the allowance for boots and

repairs?—Three pairs of boots, and the repairs would cost about 3*l*.

5839. What does a pair of ordinary strong boots cost?—A pair of high-leaves cost 1*l*.

5840. About 2*l*. 2*s*. or 2*l*. 3*s*. 4*d*., the two pairs would cost you?—A finer pair also at 1*l*. 8*s*. would bring it up to 3*l*. Then there is the allowance for plain clothes.

5841. How often, on an average, are men sent in plain clothes on duty?—I could not say. I have seen them nearly every market day.

5842. Taking it on the round, would you say twice a-month or twenty times a-year?—About that.

5843. You must have a plain suit by the regulations?—We must. A suit of plain clothes and everything in connection with it would cost about 5*l*.

5844. Including a top coat?—Yes; and shirts and all.

5845. *Mr. Holmes*.—Ought you to include shirts?—I must have them in my box.

5846. They are included usually under the item of plain clothes?—They are not.

5847. *Chairman*.—What allowance per year would meet that?—I would say 3*l*. a-year. If I get 4*l*. I would be very well satisfied myself.

5848. You do not require a suit every year?—No; every two years.

5849. What you mean is that 5*l*. would keep you in clothes for two years?—I would say 2*l*. 1*l*s., one year with another. Every man in the force gets a suit every two years.

5850. Pass to the next subject, please?—We object to the rule which says we are not to go more than a quarter of a-mile from barracks.

5851. That is a hardship?—It is a great hardship.

5852. *Mr. Holmes*.—In a quiet country and in ordinary times, how long, on an average, would a man be on duty in the day?—I do not know; I am not in charge of duty where I am.

5853. *Mr. Harrel*.—You did serve as a sub-constable in an ordinary station?—I did.

5854. How many years ago?—Four.

5855. What stations were you in?—In Dunfemphry.

5856. Did you join at Dunfemphry?—No.

5857. Were you there for some time?—Yes.

5858. During the time you were there things were not very much disturbed?—They were not; revenue duty was our principal duty.

5859. There was revenue duty there?—Yes.

5860. And a good deal of it?—Yes.

5861. Dunfemphry would not be a fairly representative station?—No; but other stations I was in afterwards were worse.

5862. As regards revenue duty?—Yes; I served in stations where there was revenue duty, except six months at Letterkenny.

5863. The duties to be performed at Letterkenny were patrolling by day and night?—Yes.

5864. Serving summonses, executing warrants, and town duty?—Yes, and a little revenue duty too.

5865. Your turn of town duty came about once a-week?—It would about once a-day; the station was very full, and there were about six men for duty.

5866. The others were composed of mounted men, head constable, constables, and clerks?—Yes.

5867. So that you were barracks orderly one day, town duty another, and possibly patrolling?—Yes.

5868. When you were barracks orderly, you were confined to barracks?—Yes.

5869. And so far as physical exertion went, you had no duty?—None.

5870. That would be a day's rest?—Yes. Taking day and night, I would be between nine and ten hours a-day on duty in Letterkenny.

5871. Is it the practice now when men are on

country town duty, that during the period they are supposed to be on duty they do not go into the barracks at all?—They do.

5872. When you spoke of the six hours' duty during which the men are responsible for good order and the preservation of the law in the town, they are not absolutely required to walk up and down the street all the time?—They are; they would be punished if they came in, and they come in at their own risk; if they come in and the constable finds them he can report them.

5873. Then they are supposed to be on the street all the six hours?—They are.

5874. *Chairman*.—Pass to the next subject?—There is one section of the Finance Code the men wish to have modified; if a man leaves his station at five minutes past 9, and he is absent till 1 or 2 o'clock next day, he only gets 2*s*., the allowance for twelve hours.

5875. Unless he was absent for the twenty-four hours, he would not get the night's allowance?—He would not; under the old regulation, if he was absent till 3 o'clock in the morning he got it.

5876. The nightly allowance is 4*s*. 6*d*.?—Yes.

5877. That is a liberal sum?—It is.

5878. And it is fairly intended to meet the expenses of supper, bed, and breakfast?—Yes.

5879. The case you mentioned, no doubt, may hear very hardly, that is, if a man leaves at 10 at night, and comes home at 3 next day, he only gets 2*s*.?—That is all.

5880. Do you think the cases often arise when a man would be ordered out of barracks after 12 o'clock at night, and be obliged to incur the expense of bed and breakfast?—I never saw it occur very often.

5881. Would a modification of the regulation to this extent be satisfactory: that a man be entitled to a night's allowance for twelve hours' absence, which included the hours between 12 midnight and 3 o'clock a.m., instead of the hours between 9 p.m. and 3 a.m.?—That would meet it. They also ask to have the present rate of allowance continued; it just meets the expense in Omagh.

5882. Go to the next subject, please?—When men are three months sick their pay is reduced.

5883. Is this rule directed against malingering?—I never knew it to be a preventive at all.

5884. It begins to operate when a man who is really sick wants nourishment?—Yes.

5885. What is the next subject?—I wish constables would have permission to give six hours' leave.

5886. *Mr. Harrel*.—At present they have power to give four hours' leave?—Yes, expiring at roll-call.

5887. You wish it to be six?—Yes, expiring at midnight.

5888. Go to the next subject?—A man not on duty, for going into a public-house to drink with a friend, ought not to be punished.

5889. *Chairman*.—I suppose you have known instances of the rule being broken?—I have.

5890. May we take it that your view is this, that it is better to have a rule that will allow it than to have a rule against it broken?—Yes; the rule is broken every day.

5891. And leading to the idea that the force is not well-disciplined?—Yes.

5892. Pass to the next subject?—Men are prevented from competing for the Civil Service; we wish to have that rule changed, and the men allowed to compete if they like.

5893. That is to say, for the Ensign?—Yes. I was a candidate myself, and was prevented from competing.

5894. Go to the next subject?—The men wish to have a better material in the frocks, and a good many wish to have a peak to the cap to save their eyes from the sun in summer and the rain in winter.

Constable
J. J. Hughes.
9 Sept., 1883.

Constable
J. J. Hughes.
9 Sept., 1893.

5906. The present one gives no shelter?—None; then if the lantern could be made lighter it would be an advantage; we find it inconvenient in arming prisoners; otherwise I like the head-dress very much.

5906. Go to the next point?—I have also to ask that county inspectors' clerks should receive more remuneration than they are receiving in respect of their duties as clerks in the office.

5907. What addition would you propose?—I wish that they should be placed on the same footing as clerks in the Castle, who are taken from our ranks; I believe they are getting 36l. and 40l., and up to 45l. additional.

5908. What do you get?—12s. 6d. a-month.

5909. That would be a great increase to give you 36l. or 45l.?—We are working much harder than the men in the Castle; they go into their office about 10 o'clock, and they are done generally about 4; I go in at 8, and I cannot get away till half-past 8 at night.

5909. Mr. Harrel—Have you an assistant?—I have.

5909. You are aware that those men in the Castle live in Dublin?—I am.

5909. And they are, therefore, obliged to incur considerable expense?—They are in mess at the depot.

5910. Do they live at the depot?—They do; they are at no more additional expense than I am. I would ask to have special promotion in the county for assistant clerks with the sub-inspectors; there should be special promotion in the county inspector's hands for them.

5909. What you mean with regard to assistant clerks is, that they should obtain temporary rank on being so long assistant clerks?—No; but that they should get promotion permanently when they go into office; they undergo an examination.

5909. Is it your suggestion that a certain number of the superior ranks should be added to the strength of each county?—No.

5909. But if you gave it to the assistant clerks without prejudice to the other ranks in the county, you would have for the purpose to add one in each case in which there was an assistant clerk?—Yes.

5907. Then it would be an addition to the ranks of the force?—It would.

5908. Are you aware that at present in Belfast and Cork the sub-inspectors' clerks obtain temporary rank, owing to the onerous duty they discharge after serving so long as assistant clerks?—They do; but their duties are not half as hard.

5909. Have you ever had experience of what a sub-inspector's clerk does in Belfast?—No.

5910. Then you are not comparing the work?—I am comparing the county work, on the strength of which sub-inspectors' clerks ask to be placed on a footing with sub-inspectors' clerks in Belfast by getting the temporary rank. I saw the chief constable's clerk in Glasgow has 180l. a-year, and I occupy a similar position to his.

5911. We are going to institute an accurate inquiry into the pay, deductions, allowances, and general condition of duties of the forces in the United Kingdom, and the men will be in a position to see that we have inquired into these things?—Thank you.

5912.—You do not know the duties and responsibility of the clerk to the chief constable at Glasgow?—I do not; but I know I have more responsible, confidential, and severe duties than the

clerks in the Castle, and I ask to be placed on the same footing as they.

5913. You know they passed a special examination, and were specially selected for the duty as permanent?—We are told it is an examination, but it is disputed. There are men there, and if they competed with others they might fail readily enough.

5914. I do not see an objection to institute a test examination?—Any county inspector's clerk in Ireland is qualified for the position.

5915. But in whatever method they were selected it was looked upon as promotion for them?—Yes; and good promotion, too.

5916. Chairmen—Is there any other subject?—Yes. The men wish to avoid coming up to St. Stevens' Hospital when getting out on pension.

5917. Mr. Harrel.—The men who joined subsequent to 1866 are entitled to their discharge at thirty years' service without medical inspection?—I did not know that before.

5918. Chairmen—Have you anything else to say about St. Stevens' Hospital?—I have not; I have not experience of it at all.

5919. Have you anything else to say?—The men think that fines by a county inspector should not be counted at all towards unfavourable records. Two at present make an unfavourable record, and a county inspector can inflict a fine for a very trivial offence. Therefore, two fines for trivial offences may inflict very serious injury on a man.

5920. Is there any other matter?—Married men wish that their wives might be permitted to make something by sewing or teaching. They also desire permission to have a second servant in the barracks to themselves. At present, they cannot without the permission of the county inspector.

5921. Of course, there must be cases where the barracks would not accommodate a second servant?—Yes, but the servant is only in during the day.

5922. Mr. Harrel.—But might not there considerable inconvenience arise to the single men where there was only one kitchen by having two sets of servants in different interests?—Almost all the married men cook in their own apartments.

5923. But it is only by permission they cook in their own apartments?—No; I believe they have that by the regulations.

5924. Then in having a second servant, you do not calculate the possibility of there being two servants in the same kitchen?—I do not. The second servant is nearly always required to nurse children or wash clothes, a day's heavy work.

5925. Is there anything else?—Yes. Children have to leave the barracks at 14½ years of age.

5926. What view do you take of that?—I think it is a great hardship to see a little girl going out from under the care of her mother at that age to a strange house. When children arrive at that age I would let the father and the whole family leave the barracks and another man come into barracks to enjoy the barracks accommodation—that privilege to be given to all ranks.

5927. Is there anything else?—If the distance from the barracks at which a man could take a horse were increased, and permission given to take a horse within the town, a horse could be sometimes got a good deal cheaper than at present.

5928. Is that all?—I would wish that county inspectors' clerks should have permission to compete for the select list the same as other constables at two years, being in a much more responsible charge.

Sub-Constable EDUARD LEONARD, examined.

5029. Chairman.—You represent the sub-constables of Tyrone?—Yes.

5030. How long have you been stationed in Tyrone?—All my service; for almost nine years.

5031. Take the subjects you would like to bring under our notice in the order of importance; what is the first matter you wish to refer to?—The first is the improvement of the 1866 Act. That is the most important thing that affects the great majority of the force now serving.

5032. You seek an equalisation of pension for those who joined since 1866 with those who joined before the 1866 Act?—Yes.

5033. What are the grounds for that demand?—The men who joined, say, upon the 1st August, 1866, will receive their full pay as pension at thirty years' service, in the case of a sub-constable, 68s. a-year; whereas a sub-constable retiring under the 1866 Act will receive but the petty pension of 37s. per annum.

5034. Then it is the inequality in the first instance?—Yes.

5035. Go on your own lines now?—The prospect is a very disheartening one for a man joining under the 1866 Act as compared with those joining before it. After an honourable service of, say, thirty years, with a character sustained by one unfavourable record, he finds his health impaired, and that he is no longer able to serve, and then, that the only prospect before him is the union workhouse; for the miserable pittance of pension would not be able to keep body and soul together, and if he has a wife and family his position must be something miserable. The equalisation of the pension with that of the men who joined before 1866 is the only means whereby a contented force can be secured, as the great majority joined since that date.

5036. When you joined, did you make inquiry as to what pension you would have?—I had no more idea of the pension I would receive than I have of going to heaven at the present time.

5037. Mr. Harrel.—At the present time?—Just at this moment.

5038. Chairman.—You think that is the general condition of the men; that they do not inquire?—I am quite satisfied they never make the slightest inquiry.

5039. They are beginning to be a little sharp now that their attention is called to it?—Certainly. The press has drawn attention to it.

5040. You speak of being driven into the workhouse, assuming you retired on 37s. pension after thirty years' service?—Yes.

5041. What is your idea about a man supplementing his pension by employment?—It will be from ill-health a man will be obliged to retire at thirty years' service. He cannot retire if it is not from ill-health.

5042. The men who came in since 1866 can retire without any medical inspection?—I find that men cannot retire without the certificate of the surgeon of the force, even under the 1866 Act.

5043. Mr. Holmes.—We are talking of the 1874 Act, and under the 3rd section of that Act those who joined the force since 1866 can retire after thirty years' service without a medical certificate?—I was under a different impression. I see now it is the case.

5044. The 3rd section is as follows.—“Provided that any member of the force, who shall have served thirty years, or attained the age of 60 years and upwards, may, upon his petition, be superannuated without such medical certificate.” That is the Act of 1874?—I see now.

5045. Chairman.—But a man getting out with

fair health would have a chance of employment?—Sub-Constable I do not think he would. A policeman at the present time is very unpopular. E. Leonard

5046. Do you think that feeling is likely to last?—At present there is no appearance of a cessation.

5047. Do you not think things are quieting down?—Yes; I believe they are.

5048. But you do not think the police are getting much more popular?—I do not believe they are.

5049. Are you aware that the London police and other police do not get their full pay on retiring?—Their pay is far in advance of ours.

5050. Mr. Holmes.—Do you not think it would be very difficult to put the men who have joined the force since 1866 in a better position than the London men as regards pension?—The duties that the Royal Irish Constabulary have to perform at the present time are very oppressive, and there is no doubt that whatever pension they will get they will earn it well.

5051. Mr. Harrel.—What station are you at?—Newtown-Stewart.

5052. Has the recent agitation affected the duties of the police at Newtown-Stewart?—Yes. There occurred the firing into the dwelling-house of the Rev. Mr. Gillmore; and every night, since the 6th May last, we send out men to that gentleman's residence at 10 o'clock who do not return till after 4 o'clock in the morning. It comes to my turn every second night.

5053. Have you accommodation at the house?—Not a particle.

5054. You lie outside?—Outside.

5055. Mr. Holmes.—But when you joined the force first, and until quite recently, your duties were not so severe as now?—They were not nearly so severe as now.

5056. Your duties were, taking one month with another, light and fairly easy?—They were fairly easy. But I should remark that after remaining out all night I should be liable for any duty that might turn up during the day afterwards, and it often occurred that I had been five and six hours on duty during the day after being out at night.

5057. Chairman.—Do you seek an increase of pay?—Yes; the present pay is totally inadequate.

5058. What increase do you seek?—At least 1s. a-day.

5059. You have a statement of the monthly expenditure of a single sub-constable?—Yes. The first item I have is $\frac{1}{2}$ lb. of beef at 8d. per lb., 6d., or 15s. a-month.

5060. What is the amount of the mending for the month?—3s. 13s.

5061. Does that include both men's account and the other items of necessary daily use?—No. We are obliged to supply ourselves with plain clothes, keep our kit complete, and pay a churchman; and there are numerous little incidental matters that are not mentioned in this account at all. The most requirements of a single sub-constable for a month of thirty days are as follow.— $\frac{1}{2}$ lb. of beef, at 8d. per lb., 6d. a-day, 15s. a-month; 1 loaf of bread, 3d. a-day, 7s. 6d. a-month; tea, butter, and eggs, 6d. a-day, 15s. a-month; sugar and milk, 2d. a-day, 3s. a-month; potatoes, 1½d. a-day, 3s. 9d. a-month; sundry items, barley, salt, pepper, ½d. a-day, 1s. 3d. a-month; cooking and washing, 2d. a-day, 5s. a-month; 1 bottle of porter, at 2½d., 6s. 3d. a-month; tobacco, &c., 4s. a-month; linen, 3s. 4d. a-month; shirts, socks, drawers, handkerchiefs, 3s. a-month; extra fuel, 1s. 6d. a-month; mats, brushes, &c., for cleaning purposes, 6d. a-month; cooking utensils, 3d. a-month; soap and towels, 6d. a-month; brushes, blacking, and oil, 6d. a-month; daily paper, 1s. a-

Sub-Committee
E. Leased.
9 Sept. 1892.

month—total, 31. 13s. This monthly expenditure, which is below the average, will show that a single man of twelve years' service, whose pay is 41. 14s. 6d., has but the sum of 12. 1s. 6d. at his disposal to meet the many calls he will have to answer during the month. Now, what we ask is to be placed in such a position as to maintain ourselves independently and respectably, and also to save a little money. At present, we are working for the bare necessities of life. From a financial point of view we are not to be compared with a common tradesman or artisan, taking into consideration the difference in respect of the hardships we endure. An artisan when his hours of labour cease can go where he pleases, and he is sure of a night's rest, the loss of which is a great strain on a man. Of late years it not infrequently occurs that a man is deprived of four nights' sleep during the week, besides having to perform the ordinary routine of duty during the day. In fact, a policeman, properly speaking, is never off duty; he must be ready at all times to turn out, no matter what the circumstances are.

5962. Do you wish to add anything else about pay?—I wish to say this, that my father reared a large family. Before I joined the force at all one of my brothers went to Australia. Another went to work at the baking business. In a short time he accumulated some money, and is now in a very independent position, with plenty of money, whereas I am absolutely without any.

5963. How did the brother who went to Australia get on?—He is well circumstanced there, and sends some money to my father very often.

5964. Did he take to business or farming there?—I think it is in connection with public work he is engaged.

5965. Officially?—Yes.

5966. Then I suppose your argument is this, that the position to which the police force has enabled you to rise is very inferior to what other callings that men of your family follow would bring you to?—Exactly. This brother of mine who is at home has a public-house in the town of Gaven now, and is in independent business.

5967. That is the baker?—Yes; and he carries on a general grocery and bakery establishment.

5968. Mr. Holman.—You want your pay increased because your father and brothers have succeeded in life better than you. Is not that an argument in favour of Commisariat?—I do not know whether I mistake my profession; I feel proud of it rather than anything else; but what I want to show is this, that if I had engaged in some other business, from a beneficial point of view my position would be greatly improved. At the same time, I feel quite satisfied and proud of being a member of the Royal Irish Constabulary.

5969. Chairman.—On the subject of lodging allowance for married men, I suppose, in your county as elsewhere, there are a lot of married men not accommodated in barracks?—There are.

5970. What do they pay for lodgings?—There are two at the station at present, one of whom pays 9s. a week and the other 8s. 10s. It is a rural district.

5971. That would represent a fair average in a rural district?—Yes.

5972. In a town district do they pay more?—Yes; I should say between 10s. and 12s.

5973. What accommodation have the two men you speak of—have they houses or lodgings?—A house to themselves. There is a kitchen and two sleeping rooms.

5974. What would be a fair allowance all round?—I would say about 10s. would be an average.

5975. Do the men, according to your experience, get married at the end of seven years, or wait a little longer, as a rule?—They scarcely ever get married at seven years' service.

5976. Mr. Holman.—Scarcely ever?—Very rarely.

5977. Chairman.—At what time do they get married?—About ten or twelve years would be the average service.

5978. I suppose you would agree that there is no use in inducing men to marry at seven years, and that it is better to wait till they have ten years' service?—There would be no necessity for altering the regulation.

5979. But as a matter of prudence, do you not think it would be just as well a man should wait till he had ten years' service?—I would approve of that myself.

5980. If there was an allowance made to a man, to begin at the end of ten years' service, do you not think that that, as a rule, would meet the great body of cases?—That would be a very fair regulation.

5981. Not at all interfering with the rule enabling him to marry if he chooses, but have the allowance begin at ten?—That would be very fair.

5982. We had a witness from Connought, who told us that men were usually entangled in matrimonial engagements after four years. I suppose the men in Connought are not so "impressionable" as they are in Connought?—The last couple of years have put marriage out of the heads of a great many, I think.

5983. The severity of the duty has gone against it?—It is not in favour of it.

5984. Mr. Holman.—That is one good result of the agitation?—I do not know.

5985. Chairman.—Have you anything else to say on the subject?—Married men are not able to live on the present scale of pay and allowances. A fair way to approach the position of a married sub-constable is to take the meagre account of a single man for the month, with the exception of 2s. for cooking and washing, leaving 31. 8s. as an outlay for himself alone. Then, for house rent, say 13s. a-month as moderate; for fuel and light, 15s.; and for other necessities for a wife and three of a family, not including the purchase of clothing, boots, schooling, &c., 21 10s.; making a total of 71. 8s. The usual time of men getting married is between eight and fifteen years' service.

5986. Mr. Holman.—That is a wide margin?—The majority of the men get married before a service of eight and fifteen years. When a sub-constable is in receipt of a monthly pay of 41. 14s. 6d., to discharge his account already set forth it will be seen at a glance is a moral impossibility, according to the present rate of pay and allowances. It is earnestly hoped that a lodging allowance will be granted to those deserving members of the force, in order that they may be able to maintain themselves with respectability and keep them out of debt. It would be also very desirable that the wives and daughters of members of the force should be allowed to follow some industrious occupation, such as dress-making, &c., whereby they could assist materially in the support of the family—the present regulations depriving them from so doing.

5987. Chairman.—Go to the next subject?—The next is unfavourable records. There is no regulation by which the force is governed which exercises such a depressing effect on the minds of individuals who have unfavourable records as the present one now in existence with regard to them. I will take an instance, for the purpose of illustration, in order to show the terrible effects of one. A man is anxious to obtain information regarding a person believed to be in the neighbourhood who has committed crime elsewhere. He associates with civilians, enters a public-house for the purpose of more effectually extending his project, takes drink with them, and becomes slightly inebriated in consequence. He returns to the barracks, is reported for being drunk, and is fined 11. His prospects are thereby blighted. The avenues for his advancement in the service are closed as a general rule. The consequence is, that

he seems to take that lively interest in the force which he would otherwise manifest. Besides, it very often happens that it is the most intelligent and best policeman who gets punished in this way. The only means for stimulating his energy to renewed exertions in the repression of crime would be that, after a service of, say, three years' good conduct, these records would be completely wiped out and heerd no more of,—no record to affect a man when retiring from the force on pension.

5998. Then you make a distinction between the effect on promotion and the effect on pension—that an unfavourable record should have no effect on promotion at any time?—Yes. I would say also that no number of fines, no matter how many imposed by a county inspector, should tell as an unfavourable record.

5999. Mr. Harrel.—Two fines by a county inspector count as one unfavourable record?—Yes.

6000. Your suggestion is, that no number of fines by a county inspector should count as an unfavourable record?—Yes; a man may be fined by a county inspector for any trivial offence, such as having his hands in his pockets, and at present two fines constitute an unfavourable record.

6001. Chairman.—What is the next subject?—The next is promotion. The men desire that promotion should take place by seniority, where men of long service and respectability are found eligible. The present mode of promoting young and inexperienced men over the heads of those of long service and good conduct is a source of great discontent throughout the entire force. To place a more recruit in charge of men of long service and of equal ability is, to say the least, impolitic, and can only engender distrust and suspicion in the minds of those over whom he is placed. Every man of long service should get a chance of promotion, and no man should be promoted under seven years' service except for extraordinary ability in the discharge of his police duties; it is only by such a system the men will feel that they are fairly treated.

6002. Mr. Harrel.—You refer to the promotion of sub-constables?—Yes.

6003. I take it that, having regard to qualifications and character, your suggestion is that promotion should go very much by seniority?—Yes; as much as possible.

6004. As regards seniority and character, these are two things that are apparent on looking at a man's sheet and records in the service?—Yes.

6005. How would you propose then to ascertain his qualifications?—I should say it would be fair that every man of seven years' service should be recommended by the sub-inspector for promotion, and examined by the county inspector then, and so let the county inspector be the judge as to his qualifications.

6006. Chairman.—Go on to the next point?—Retirement to be compulsory at thirty years' service, provided a man has attained the maximum pay of his rank.

6007. If not, you would allow him to hold on until he would attain it?—Yes; I would have retirement optional at twenty-five years' service on two-thirds of pay, and one-thirtieth to be added for every year after.

6008. Making the increments annual?—Yes.

6009. Do you think that letting out men at twenty-five years' service if they choose to go would be looked upon as a great boon; do you think they are very anxious to have that conceded?—I do not believe that they are very anxious.

6010. But still they make it a point?—Yes.

6011. Why is it that they make that a point?—A man serving twenty-five years now with the severe duty performed is completely broken down.

6012. In many cases?—In a great many cases, except he is of a robust constitution.

6013. Do they think they have a better chance of getting something to do at twenty-five years' ser-

vice than at the end of thirty?—An opportunity would be likely to present itself between twenty-five and thirty.

6014. Go to the next point about promotion?—That is all I have to say on promotion.

6015. Have you anything to say about promotion to the rank of sub-inspector?—We would like promotion to sub-inspector to be as much as possible from the ranks.

6016. Would you say to all the positions of sub-inspector, or half, or two-thirds?—I think one-half would be very fair from the ranks.

6017. That is your individual opinion?—No; it is the opinion of the men; it would be an inducement to respectable young men to join if they saw they could attain to the rank of sub-inspector.

6018. That is, induce a good class of men to keep coming into the force?—Yes.

6019. Do you find the service is so well conducted under officers who have risen from the ranks as under officers who joined as cadets?—I believe it is.

6020. Go to the next subject?—There is a rule of which men complain bitterly, namely, that a senior is held responsible for a junior getting drunk on duty.

6021. That is a hardship?—Yes; a great hardship.

6022. I suppose you would not ask to have a senior relieved from responsibility if he was a party to the other man getting drunk by his neglect or oversight?—If he was a party to his getting drunk I would punish him, by all means.

6023. But if it is in case he could not prevent the younger man from getting drunk there is a hardship?—Yes.

6024. And any alteration of the rule that would save him from responsibility in that case would meet your wishes?—Yes; and the wishes of any reasonable man.

6025. What is the next subject?—We ask an allowance for plain clothes and boots.

6026. What allowance would you say in your county would be a fair allowance for boots?—2*l*. would be a very fair allowance.

6027. How many pairs of boots do you get in the year?—I was looking over my own account, and the cost of boots for the last twelve months amounted to over 3*l*.

6028. That is, for boots and repairs?—Yes; we have a tremendous lot of walking to do.

6029. A little more lately than before?—A great deal more.

6030. Do you think in ordinary times 2*l*. would cover the best allowance?—Yes; it would be very fair.

6031. Covering repairs too?—Yes.

6032. Have you often been put in plain clothes in the last twelve months?—I do not believe I have been twenty times in plain clothes.

6033. What would you say would be a fair allowance for plain clothes, taking one year with another?—I would say 3*0s*. or 3*l* a-year would be very fair.

6034. Mr. Harrel.—Boots and plain clothes you would make about 4*l*. a-year?—Yes.

6035. Chairman.—Pass to the next subject, please?—There is another matter with regard to discipline, punishing a man for entering public-houses when off duty; that regulation should be abolished.

6036. There is a regulation to that effect now?—There is a regulation in existence that men should not enter public-houses except on duty in connection with the enforcement of the Licensing Acts.

6037. As a matter of fact, some men do enter public-houses when they are not on duty?—They do sometimes.

6038. Would you agree with other witnesses, who said it would be better for the discipline of the force that there was some relaxation of that rule than that men should be breaking it?—I think it would;

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civilians are aware that it is against the regulations for a policeman to enter a public-house, and if it becomes necessary to arrest them, say, for drunkenness, or to summon them for any offence they might be guilty of, they threaten a man whom they may have seen in a public-house to report him to his authorities.

6029. That puts him in an awkward position when he wants to deal with them afterwards?—Yes.

6030. Go to the next subject, please?—The next is that a married man accommodated in barracks should be allowed to employ a servant when his wife is unwell.

6031. Is not he allowed?—He is not; there is only one servant allowed in the barracks, and her time would be too much occupied to attend on the wife of a married man.

6032. Mr. Harrel.—Do you know of any instance in which hardship arose from an application by a married man under these circumstances being refused?—I do; I am aware of a case.

6033. Did he make application for permission?—Yes.

6034. And was refused?—Yes.

6035. Chairman.—What is the next subject?—That roll-call and parade throughout the year be at 10 o'clock A.M. and 10 P.M. respectively, summer and winter.

6036. Go on to the next?—There is a regulation in existence confining a man to walking a quarter of a mile from barracks; we would ask that he be allowed to walk 2 miles and have three hours' absence; he can be only two hours absent without permission according to the present regulation.

6037. Do you think it would be a safe thing to have the same rule applied in big towns like Limerick, Cork, and Belfast, where there is more difficulty in finding a man at a distance than in a small town; do you think there should be a measure of limiting the distance at each place according to necessity?—I understand that the men in Limerick have a certain number of hours' duty to perform in the day, and when that ceases their work is over afterwards unless something turns up.

6038. Do you think in a big town it would be safe to have so much as a 2-miles limit?—I think there would be no danger in having it. I do not think it would affect the discipline of the force.

6039. Go to the next subject?—The present allowance for making up clothing is insufficient.

6040. By how much on the two articles, tunic and trousers?—3s. 6d.?—About 3s. 6d.

6041. Pass to the next subject?—The fuel and light allowance is insufficient also. It would not go near covering the expense.

6042. Would it cover the guard-room fuel expenditure?—I do not think it would.

6043. I suppose you are aware that the intention is only to provide fuel for the guard-room?—Yes.

6044. What would you say should be added to the present allowance to make it sufficient for the guard-room?—The present allowance is 1s. during the winter months and 11s. during the summer.

6045. For a small station?—For an out-station.

6046. What would you say it ought to be raised to?—About 11s. during the winter months and 15s. during the summer months.

6047. Mr. Holmes.—Is the present allowance sufficient to meet the requirements of the guard-room?—I do not think it is sufficient. We have a fire all night in the station where I am during winter-time and for part of summer-time. Men coming in off duty during the night are very cold, and the guard always has a fire in cold weather.

6048. Mr. Harrel.—But the account for fuel for the day-room and kitchen is kept together?—Yes.

6049. Mr. Holmes.—Do you burn coal or turf?—We burn both.

6050. Which do you find cheapest?—Coal; but for cooking purposes turf is best, and it is generally used in the barracks.

6051. What is the price per ton at present?—It is over 11s. a-ton when we have it delivered at the barracks.

6052. Do you burn more than a ton in the month, or do you burn as much in the winter months?—We do not burn a ton of coal in the day-rooms. It is only in the day-room that the coal is used.

6053. How much do you burn in the month during the winter months?—Over half-a-ton in the day-room.

6054. If that be the case, your allowance for the winter months is sufficient to provide fuel for the guard-room?—Possibly it might be.

6055. Chairman.—Then, as I understand, it rather comes to this, that you want to get some help for the cooking purposes?—Yes.

6056. In winter, besides the expenditure you have for over half-a-ton of coal and light, how much turf do you burn?—7s. or 8s. worth?—More, a good deal.

6057. About 10s. worth in the month?—We burn, on an average, about 15s. worth.

6058. Mr. Holmes.—Do you mean of turf in the winter months?—Yes.

6059. And also 10s. worth of coal?—I cannot be accurate; but I should say about that.

6060. Do you think the fuel used for kitchen purposes costs 15s. a-month during the winter?—I do. Turf is very dear. We pay at the rate of 3s. or 4s. 6d. a-load for it, and turf burns rapidly.

6061. Why do you not burn coal?—Coal is not good for cooking purposes.

6062. Mr. Harrel.—Your servants prefer turf?—Yes.

6063. They prefer a hearth fire?—Yes; or a grate for the purpose.

6064. Or an open grate?—I never saw a hearth but one in which there was a range.

6065. Mr. Holmes.—But would it not be more economical to burn coal in the kitchen?—If there was suitable accommodation for burning coal.

6066. If there were suitable grates?—Yes.

6067. Chairman.—What does it cost you for light by the month in winter?—5s. a-month?—I am quite satisfied it costs 5s. a-month. We burn oil and candles.

6068. Go to the next subject?—We wish that the present night-allowance of 4s. 6d. be made permanent; it is only temporary.

6069. Is there any alteration you would suggest?—No.

6070. Mr. Harrel.—This scale of extra pay applies to the attendance of men at assizes?—Yes.

6071. As compared with the former allowances, the present are considered liberal?—Yes.

6072. As a matter of fact, and within your experience, formerly when you attended assizes did you lose money?—Always.

6073. I believe the extra pay per night was 2s. 6d.?—Yes.

6074. And also the rate of marching-money was 1s. for every 12 miles?—Yes.

6075. Or, if over 12 miles, unless it counted to 9 more, you got nothing beyond the allowance for 12?—Nothing at all.

6076. You then got 2s. for 21 miles?—Yes.

6077. And but 1s. for 20?—Yes.

6078. It would be possible for a man to attend assizes, travelling 40 miles, and being absent one night, to receive from the public, under the former regulations, an allowance of 4s. 6d. only?—Yes; that was the case.

6079. I believe now the regulation is not by the 12 miles, but that a man gets 2d. per mile after he has gone 6 miles from his station?—Out of the sub-district that he is serving in. If there was a public conveyance, he was paid the actual expense.

6080. Then formerly as now, you always either went by public conveyance or took special cars?—Yes. We took special cars where a public conveyance was not available.

6081. And you usually lost money?—Yes.

6082. That state of things has been remedied by the present regulation?—Yes.

6083. *Chairman.*—Pass to the next subject?—That no deduction be made from a man's pay after three months' sickness.

6084. Is it found that the rule begins to operate in the bad cases where a man wants sustenance or support?—Yes.

6085. What is the next point?—That the maximum rate of pay of a sub-constable be reached at twelve years' service, and not, as at present, at twenty.

6086. *Mr. Harrel.*—Then, I take it, your suggestion is, that the same number of grades should continue to exist, but that they should arrive at each at relatively shorter periods?—Yes. There is no time in a man's service that he is better than from twelve to twenty years' service.

6087. You mean by that that he is just as valuable a sub-constable as ever he will be at twelve years' service?—Yes; and I believe better.

6088. And if he is to be promoted, he will usually have a fair chance between twelve and fifteen years' service?—Yes.

6089. Your opinion is, that a sub-constable who does not obtain promotion then ought not to be dissatisfied if he does not get an increase of pay as he goes on?—If he resented to the maximum rate of pay at twelve years' service.

Constable JOHN McMANUS, examined.

6101. *Chairman.*—You represent the non-commissioned officers of the County Down?—Yes.

6102. How long have you been stationed there?—Three years on the 1st of last March.

6103. How long have you been in the force?—Fourteen years on the 10th August last.

6104. Where were you stationed during your service?—In Galway. I was four years on the Reserve; I was assistant-clerk in the Cork West for one year; and I was transferred to Downpatrick in 1879.

6105. Tell your own story, dealing with the subjects in the order you consider most important?—First, of course, there is an increase of pay.—1s. a day.

6106. State the reasons for asking it?—The higher wages generally, and, of course, provisions have gone up.

6107. Do you wish to go into any details of the increased cost of living?—I have a scale here, showing what it costs an unmarried man per month.

6108. Is that for a constable or a sub-constable?—A constable. It is the expense a single man would be at.

6109. What does it amount to in the month?—42 12s. 7d.

6110. Does that cover everything he would have to pay?—In the first place, his ordinary mass account?—Yes.

6111. And other articles of food he would consume?—Yes.

6112. *Mr. Holmes.*—Does it include his expenditure for tobacco?—It does; 7½d. for breakfast and the same for supper, and 1s. 1½d. for dinner. Then there are the following items per month:—Fuel and light, 3s.; cooking and washing, 6s.; boots, per month, 3s.; socks and hosiery, 1s. 3d.; plain clothes, 3s.; for religious purposes, 2s.; watch or clock, to keep time, 2s.; barrack utensils, 6d.; newspapers, 1s.; shirts, handkerchiefs, 4s., 2s.; tobacco, 4s.; blacking and soap, 1s.; total, 42 12s. 7d.

6113. Does the item for keeping time mean a watch for each man?—No; it is keeping time for the barrack generally.

6091. Go to the next matter?—In the recent issue of uniform we got a frock, which is simply ridiculous.

6092. Do you not find it a comfortable garment to wear?—Very comfortable as far as the pattern is concerned; but the material is something frightful.

6093. Would you suggest that it should be as good as the tunic-cloth?—Yes. It has just the appearance of the cover of an old saddle after being a few days exposed to the sun.

6094. You mean it is too green?—It is so rough and wretched-looking.

6095. Is there anything else about uniform?—The present helmet is very heavy.

6096. *Chairman.*—Is it inconvenient, as well as being heavy?—No; I like the helmet well.

6097. Do you find it inconvenient in arresting a prisoner?—No; if it is of a good size and fits well; but it is very heavy. On a hot summer's day on beat duty a man's head is in a regular fever.

6098. *Mr. Harrel.*—If it could be made lighter, it would be an advantage?—A great advantage.

6099. *Chairman.*—Do you wish to say anything about the forage caps?—They are right, if there was something to protect the eyes.

6100. Go to the next subject, please?—I think I have exhausted all. There is nothing more.

6114. Is not there a timepiece provided by the Government?—No.

6115. The cost of a barrack clock does not amount to the perpetual charge of 2s. a-month?—Well, for repairing and cleaning and everything like that, it will not come to less.

6116. *Mr. Harrel.*—How many men are there in the station?—A constable and four men.

6117. That would be five men, and therefore 10s. a-month for the clock?—Yes; but in the county there is a vacancy nearly in every station, so that a constable and three men would be the average.

6118. That would be 8s. a-month for the clock?—Yes.

6119. Do you know that you would get a good clock, guaranteed to keep time for two years, for 6s. 6d., in Dublin?—Clocks may be very cheap in Dublin.

6120. *Mr. Holmes.*—What do you pay for it?—11.

6121. What do you pay in the year?—From 4s. to 5s.

6122. How long will it last?—It is according to the article; it may last five or six or seven years.

6123. Say it lasts five years, and you pay 11 for it, and 5s. a-year for keeping it in repair, that is 21 5s.; whereas your item of 2s. a man would amount to 42 16s. a-year?—With regard to that, too, every man will have a watch, and it is necessary a policeman should have a watch.

6124. *Chairman.*—You count that in the 2s.?—I do not; but it is very important a policeman should have a watch, to time things; and he must buy it out of his own resources.

6125. *Mr. Holmes.*—But, even for providing himself with a watch and contributing to the barrack clock, do you not think it is too great a charge?—I do not wish to stand by it; it is not mine at all.

6126. *Chairman.*—How much is the monthly expenditure?—42 12s. 7d.

6127. That includes everything?—There are a great many things not included in it; in fact, the charges are very light. A man could eat and drink more than are given here.

6128. *Mr. Holmes.*—Your monthly calculation

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Constable : brings out an annual expenditure of very nearly
John : 50*l*.?—Yes.

Mr. Maxwell : 6129. What is your pay?—72*l*. 16*s*. at present,
and I have 7*l*. 10*s*. for being assistant-storekeeper ;
say 80*l*.

6130. *Chairman*.—Are you married?—No.

6131. *Mr. Holmes*.—Then you are able to save out
of that pay?—A little.

6132. Have you saved whilst in the force?—I
have saved a little.

6133. That expenditure represents the expenditure
of a constable?—A constable or man, it is imma-
terial.

6134. Then it would come to this, that if every
man spent according to that expenditure, his pay
would not be able to meet his outgoings?—That is
right.

6135. Is it a fact that he cannot live within his
pay?—He can, of course, because he must.

6136. But is it not a fact that many sub-constables
on joining the service are able to save out of their
pay?—I do not think I ever knew one of them to
save out of it.

6137. *Chairman*.—Out of the 52*l*. a-year?—Yes.
In fact, I do not know a sub-constable saving money
now.

6138. Do you not think that men saved money
before the troubled times out of the 52*l*. a-year?
—I do not, indeed, I do not think they did.
A plot of porter now and again would take away
something from them.

6139. *Mr. Holmes*.—Did you save money when a
sub-constable?—Very little indeed.

6140. But you did save money?—Yes. Some
little thing. I never drink.

6141. What was your pay when you joined the
force?—86*l*. 8*s*.

6142. And you were able to save money at that
time?—I did not.

6143. Were you satisfied with the increase given
in 1874?—Yes. I am not an agitator, or anything
of that kind. I would not complain of what I would
get.

6144. When did the men in your district begin to
be discontented with the present rate of pay?—
They did not become discontented at all.

6145. When did they begin to think that it was
not sufficient?—When the thing got up.

6146. When?—Immediately after the Limerick
affair.

6147. It was not until then they thought anything
about it?—They never gave it a second thought.

6148. *Chairman*.—Do you wish to add anything
else on the subject?—I do not think there is any-
thing else.

6149. If that be so, pass to the next subject that
interests you?—The pensions. The men who joined
since 1860 ask to be placed on the same scale of
pensions with those who joined before that date.

6150. That is to get pension on the full pay?—
Yes.

6151. State the arguments on which they base
that claim?—Those who joined before 1860 get their
full pay as pension. Then the pay is very little,
and after a man has served thirty years in the police
he is fit for nothing else.

6152. You do not think he is likely to get any
employment outside the police at the end of thirty
years?—He would be unfit for any employment, in
fact.

6153. Do you not know a good many pensioners
who are in employment?—I do not know of any. I
am sure there may be some.

6154. You came in since 1866?—Yes.

6155. Did not you make inquiry as soon as you
came in what your pension would be?—Indeed I did
not, nor until I was a long time in the force.

6156. Are you aware that the force in London and
in other places are pensioned not in their full pay, but
on part of their pay?—Then they have better pay.
There is no doubt about it that the Irish are the

worst-paid force in Her Majesty's service in the way
of a police force, and I think they are not behind
any force in other respects.

6157. They are not behind in point of efficiency
and fidelity. When did the men begin to talk about
pension?—As soon as they began to know what
pensions they would be entitled to. They talked
about the pension long since.

6158. With your men, at all events, it is thought
a greater grievance than the question of pay?—No
doubt about it.

6159. *Mr. Barrell*.—It is only in the last year or
two it is beginning to come home to them?—Yes.

6160. As they get on in years?—Just so.

6161. *Chairman*.—Go to the next subject?—
Unfavourable records. We wish to have them wiped
away after five years' good conduct, so that they
should have no effect on promotion, and, in any case,
that they should not affect pension.

6162. The next matter, please?—We wish that
there should be compulsory retirement at thirty
years' service.

6163. Would you make an exception to that?—
Unless a man wants to put in a certain period to
entitle him to the full pension of his rank. That is
a very important point, inasmuch as compulsory
retirement would cause a wholesome current of pro-
motion, and that is a great grievance sometimes.

6164. Is there anything else about retirement?—
Of course that retirement should be on full pay.
Some go in for voluntary retirement at twenty-five
years' service. Let there be optional retirement at
twenty-five and compulsory at thirty, and that would
meet the whole thing.

6165. Do you think they would have a better
chance of getting employment after twenty-five?—
There is no doubt of that.

6166. Go to the next subject?—We ask a lodging
allowance for married men not accommodated in
barracks.

6167. What would you put down as a fair allow-
ance?—I think 10*l*. a-year for, say, a man of ten
years' service. I would not go in for it for other men.

6168. You would not ask for it at seven years'
service?—I would not.

6169. *Mr. Holmes*.—Is that your own idea, or
have you heard it ventilated?—It is my own idea
throughout.

6170. *Chairman*.—Pass to the next subject?—If
the extra pay, or night allowance of 4*s*. 6*d*. a-night,
and for a head constable 5*s*., were made permanent,
it would be satisfactory.

6171. Is there anything else about the night
allowance?—I have not anything more to say on
that subject.

6172. In your county, is there much protection
duty?—None at all.

6173. Go to the next subject?—Clothing allow-
ance. I would have a head constable get 15*s*. for
the making up of his tunic.

6174. *Mr. Barrell*.—He now gets 10*s*. 6*d*.?—Yes.

6175. You would give him 4*s*. 6*d*. more?—Yes;
because more is paid in many cases. The head con-
stable in Berkshire said he actually paid more than
15*s*., and 3*s*. for the trousers. Then for a sub-
constable or constable, 7*s*. for the tunic and 3*s*. for
the trousers.

6176. *Chairman*.—That leaves you to pay out of
your own pocket on the two articles?—Yes, 1*s*. and
1*s*. 6*d*.; that would be 2*s*. 6*d*. on the two.

6177. That is what it costs you in your county?
—Yes.

6178. Pass to the next subject?—The stationery
allowance to be just as it is, 2*s*. 6*d*. The allowance
is 2*s*., and 6*d*. extra for six months. Let that be
made permanent.

6179. *Mr. Barrell*.—Is that to every constable in
charge of a station?—Yes.

6180. Remember this, that stationery allowance
is only intended to meet the cost of probable actual
expenditure?—Yes.

6181. Do you think the constable in every station would be likely to expend 2s. 6d. a-month?—I am sure he would.

6182. On stationary for the public?—Yes; they would be at a loss even at 2s. 6d. I can state that from my own knowledge.

6183. *Chairman*.—What is the next subject?—That the fuel and light allowance be increased to 1l. 5s. for a head-quarter's station, and for other stations to 1l. per month throughout the year.

6184. Are you contemplating using some of that allowance for the purposes of the cooking?—Yes, of course.

6185. Are you aware that, as a general rule, the present allowance is rather intended to cover the cost of the guard-room fuel than the cooking?—There is a provision in the regulations that says it can be used for both.

6186. *Mr. Harrel*.—You are permitted to use it for both, but it is nowhere in the regulations that it was ever intended to cover the expense of the cooking?—It says a married man in the barracks can use the same fire, provided he pays a certain share of the expenditure, and it must be contemplated for that purpose as well as for the guard-room.

6187. While that arrangement with regard to married men is permitted, and also the arrangement by which the fuel account can be kept in common, does not the regulation state specifically that the primary object of the grant is to meet the fire and the light in the guard-room?—Yes.

6188. *Mr. Holmes*.—It contemplates that if the fuel that is intended primarily for the guard-room is more than sufficient for that purpose it may be used for kitchen purposes, and then that, in that event, the married men are to contribute?—Yes.

6189. *Mr. Harrel*.—Of course, it is the practice all over the service?—Yes.

6190. But still the allowance you ask for of 1l. 5s. for a head-quarter's station, and 1l. for an ordinary station, is intended to cover the expense of both guard-room and kitchen?—Of course, it would not do it.

6191. As a matter of experience at the present time, about what is the average cost for the guard-room only, so far as you could estimate it?—Really, I think the figures I have given are not excessive for the guard-room alone. It would take one ton of coals.

6192. *Mr. Holmes*.—You are speaking of a head-quarter's station?—Yes.

6193. Speak of the others?—In out-stations it often costs more than at a head-quarter's station, owing to how it is circumstanced in bringing coals to the station. Taking it as an average, 1l. 5s. and 1l. would be quite little enough for any station.

6194. Then you propose to use a ton of coals for the month?—Yes.

6195. This is for the winter months; what do you say for the summer?—I would say 1l. 5s., and 1l. all through the year; in the winter seasons it would cost more than that.

6196. Do not take the head-quarter's district, but take the sub-district. You ask that the allowance be increased to 1l. a-month throughout the year?—Yes.

6197. That would be 12l. a-year for a sub-district?—Yes.

6198. Taking the average cost of coal at 1l. a ton, that would be twelve tons during the year. Do you burn that?—It all depends on where the coal can be got.

6199. *Mr. Harrel*.—In making this estimate, did you look at what the actual expenditure was in the barracks at Downpatrick for the last six or seven months?—I did not. Others made the estimate, and gave me the estimate that 1l. 5s. is what would be suitable for a head-quarter's station throughout the year.

6200. *Mr. Holmes*.—Would not it be better if you

had brought the actual expenditure?—I know that often a ton and a half would be consumed in the month in the guard-room throughout the winter, because the fire is kept up constantly, and there are prisoners night and day.

6201. Is not that a great deal more than the average consumption?—I think not. A large fire is kept constantly burning.

6202. *Chairman*.—What does it cost you for light?—Fuel and light I have included.

6203. I know; but what does it cost you for light?—I think 7s. or 8s. a-month.

6204. Not in the summer months?—In the winter months, it is less in the summer.

6205. 3l. 10s. in the year?—About that.

6206. Go to the next subject?—The inspection of weights and measures would ask 6l. a-year for their trouble, to be recovered from the Grand Jury.

6207. Do they get any payment now for that duty?—The only payment is, that if absent for eight or twelve hours, as the case may be, they get the extra pay, according to the regulations.

6208. Does that come from the Grand Jury?—Yes.

6209. Do you want the fixed sum of 6l. a-year to cover everything, or in addition to the absence allowance?—I want that in addition.

6210. *Mr. Holmes*.—How many constables are employed on the duty?—Twenty-six.

6211. That would be a very heavy charge?—I think there would be no objection to pay it. It is very little from the county generally.

6212. The County Down has been quiet throughout this agitation?—Yes, in every respect.

6213. And your duties throughout the last few years have not been so severe?—My duties are the same; but the police had in the beginning of the agitation to go to other counties. So far as the county itself was concerned, except Castlewellan or Threemount, it was very quiet.

6214. How many hours on an average would a sub-constable be on duty in the rural parts of the County Down?—When at farms and markets they would often be fifteen and sixteen hours on duty.

6215. But I am talking of the average, taking one day with another?—I should think, perhaps, about eight hours in the day.

6216. Would he be so much as that, taking one day with another?—He would.

6217. *Mr. Harrel*.—Do you mean in the town of Downpatrick?—Throughout the whole county, including patrolling and everything else.

6218. Say a man is in a country station or in a town which is not sufficiently large to require regular town duty men, is not a patrol of between two and three hours a very fair patrol?—But where there are very few men, say three sub-constables and a constable, in a station, and when the duty is divided between them, there is a patrol nearly every night.

6219. Suppose there was a patrol of two or three hours, in addition to that he might do a day patrol, also between two and three hours?—Yes.

6220. Would not that be considered a fair allowance of duty?—Yes; but then there is the town duty to be done.

6221. If a man is not doing day patrol upon the day he does town duty?—He is always on duty, in fact.

6222. But he is not told off for village duty the day he is on day patrol?—He is, indeed. It is not absolutely necessary, but all would depend on the constable in charge as to whether he should be out or not.

6223. *Chairman*.—The next subject, please?—For boot money they ask 3l. a-year.

6224. How many pairs of boots do you buy in the year?—I buy three pairs myself.

6225. Two strong and one light?—Just so.

6226. What do you pay for the strong ones?—

Constable
John
McNamara,
—
8 Sept. 1862.

Constable
John
McMacmon.
—
9 Sept., 1882.

17s. 6d. I paid 11. 2s. 6d. for the light pair on my feet now. Then there are of course repairs.
6243. Would you make the cost of repairs additional?—I would not ask it to be added, but the 31. to cover all.

6242. Go to the next subject?—The present material need in the frock is not good.

6240. You would like to have the same in the frock as in the tunic?—Yes.

6231. Is there anything else?—We would like to have a peak on the forage cap. The helmet is not very good. It is found to be cumbersome.

6232. When you say cumbersome, do you mean it is too heavy, or that it impedes you in your duty?—It is very awkward in case of an arrest.

6233. Do you find it easy to get yourself fitted with it?—It is very hard to be fitted with it. It has no hold on the head at all.

6234. Pass to the next subject?—If a man becomes sick and he is three months continuously so, his pay is liable to be reduced. That is very hard, unless he contracts a disease himself. The rule operates against the very best men, at a time when they require nourishment. I can speak as to that from my official knowledge.

6235. What is the next matter?—The men of the mounted force complain of being discriminated when they attain the age of 45 years. They say they should be allowed to hold on longer.

6236. Have you any experience of these men?—I have.

6237. What sort of men do they turn out when back in the ranks?—Useless.

6238. How do you account for that?—When the men become discriminated they are bad policemen. They are discriminated on the report of the county inspector, and I find that they are useless. It would be better to leave them a horse. Besides, it is a grievance in the infantry force. If a man is a constable and discriminated, he fills up a gap in the infantry ranks.

6239. Why did they introduce this rule?—At the time the mounted force was reduced they wanted to keep some little current of promotion, and when a man attains the age of 45 they dismount him to advance others, so that there is a regular current of promotion kept up by it.

6240. Mr. Hervey.—But the current of promotion in the mounted force was obtained at the expense of the promotion in the infantry?—No doubt. Their promotion is by seniority in the mounted force; in the infantry it is different.

6241. Chairman.—What is the next subject?—There is an item, 51. a-year, to assist in the cleaning of the barrack. In an out-station it comes very hard where there is perhaps a constable and four men, and two might be married. The expense of keeping a cook is very severe on the single men, say 12. or 30s. a-month, and the barrack must be kept clean.

6242. Mr. Hervey.—Is not there always or usually a married man in the barrack?—Sometimes.

6243. And do not the regulations about of the wife managing for the men if the wife of a sub-constable?—Yes.

6244. With a little management as regards transference when asked, would not it be possible to have a married sub-constable with barrack accommodation, and do without this servant?—Yes; but the sub-constable's wife might not do it. There is not a woman in the County Down doing it.

6245. Is not there a sub-constable's wife in the County Down anywhere managing the cooking for the men in the barrack?—Not to my knowledge.

6246. It was very usual at one time?—It was heretofore, but is not so now.

6247. Chairman.—Why has the change come?—I cannot account for it. Perhaps they do not think it is a position suitable to them.

6248. Go to the next subject?—That the senior should be accountable for the acts of his junior is considered a great grievance. With regard to that, I would say that if the senior could show he did his best to prevent the junior getting drunk, he should not be held guilty.

6249. To that extent you would have the rule altered?—I would not have it altered altogether. He should be accountable if he did not show that he could not prevent his getting drunk.

6250. Pass to the next subject?—The men are in favour of promotion from the ranks to the office of sub-inspector.

6251. Mr. Hervey.—For all the vacancies?—They are in favour of that, but I would say one-half myself.

6252. Have you anything to say about promotion in the other grades?—I think, so far as that is concerned, the present arrangement is very good.

6253. You think the officers not fairly, and are giving satisfaction?—Police complain of it; but so far as I know myself, I could not see any cause of complaint.

6254. Chairman.—I suppose you are occasionally getting new men down from the depot?—Yes.

6255. Are they as good a class of men as you have got hitherto?—Well, there are a few exceptions—a few small men.

6256. But they are as obedient?—They are, indeed.

6257. And as intelligent?—I would not go that far. So far as regards the recruits we sent forward ourselves lately, they are not of so good a class as we were sending forward heretofore.

6258. Do you think that is a necessary consequence of the reduction of the standard?—It is in consequence of the great demand for recruits at present. They are not of the same class; but some of them are just as respectable as heretofore, while others are not.

6259. Then, on the whole, so far as you know, there is slight deterioration?—I should think so.

6260. And that would be accountable by the great demand to a large extent?—Yes.

6261. Possibly if the demand was reduced to what it was a few years ago you would have just as good a class?—Yes.

6262. Mr. Holmes.—From what class are recruits obtained in the County Down?—The farming class.

6263. Small farmers' sons?—And large ones, too.

6264. Chairman.—Farmers with 20 or 30 acres?—Yes, and 50 acres. I know a man in Downpatrick whose father has 60 or 70 acres.

6265. Mr. Holmes.—Of what class are the others?—Mechanics and labourers.

6266. Chairman.—Do you think the number of labourers joining are increasing?—They are.

6267. To what do you attribute that?—To the demand for recruits.

6268. What part of the country are you from?—I am from Mayo.

Sub-Constable MICHAEL WALSH, examined.

Sub-Constable
M. Walsh.
—
9 Sept., 1882.

6269. Chairman.—You represent the sub-constables of the County Down?—Yes.

6270. How long have you been stationed there?—Twenty years next month.

6271. *Mr. Holmes*.—Are you a Down man yourself?—No; I am a native of Kilkenny.

6272. *Chairman*.—How long have you been in the force?—Twenty years next month; I have been all my time in Down.

6273. Where are you stationed?—In Rathfriland. It is a small town; and the force consists of a sub-inspector, a head constable, and seven or eight men.

6274. Deal with the subjects in the order you think most important?—We want a rise of pay in the first place. We consider that the most important.

6275. Do the men you represent consider that the most important?—They do.

6276. More important than pension?—Yes.

6277. Give us the grounds on which you seek a rise of pay?—The pay we have at present is scarcely fit to keep us. I know I cannot save a penny out of it, and my pay is larger than that of a good many younger men. Things are dearer than they have been. You pay more for beef and potatoes. You could buy 1 cwt of potatoes last year for 1s. 6d., and this year not under 5s.

6278. *Mr. Harrel*.—But last year was exceptionally cheap as regards potatoes?—Yes.

6279. *Chairman*.—Do you pay more for beef than last year?—We pay about the same thing; but we are not able to buy good beef. We get very bad beef—bones and the neck and the worst part of the head.

6280. What do you pay per lb.?—7d. and the carriage. We get it from Newry.

6281. Do you pay any more for beef than you did ten years ago?—Yes. When I joined the force you could get good beef at 4d. per lb.

6282. Well, say ten years ago?—You could buy it cheaper ten years ago than now.

6283. Apart from the price of provisions, I would like to know, if the men in Down take better care of themselves than they did ten years ago?—I am sure they do.

6284. That is to say, the general improvement in the way of living affects them as well as other classes?—It does, of course. With the pay a man had ten years ago he would not be able to buy potatoes and salt now.

6285. Do you not think that is putting it too strong?—I myself started from Loughbrickland to attend a race meeting at 4 in the morning, and I never broke my fast till 4 the following morning; and my comrades did not break our fast till we breakfasted next morning at Rathfriland.

6286. When was that?—Sixteen or seventeen years ago.

6287. You were under the lowest pay?—Yes.

6288. But the present pay would enable you to meet a case of that kind and break your fast?—It would; but the pay is not up to the mark.

6289. Is there any particular statement you would wish to make about the cost of living?—I do not know. I think if we got about 1s. a-day we would be able to live better.

6290. Are you a married man?—I am not.

6291. Have you saved money?—I have not saved a penny for every year I served. My father and family emigrated to America fifteen or sixteen years ago, and they send me a trifle of money every year; and it is gone too.

6292. Did you not save at any time whilst in the force?—Not a penny.

6293. Do you not think there are men who save; there was a good deal of evidence given that some do?—Yes; but those men would buy $\frac{1}{2}$ lb. of butter at the beginning of the month, and they would have as much of it at the last as at the first. They would not take eggs to breakfast, and they live on almost nothing. They would not allow a man if they could help it, some of those that are pensioners, but in the County Down they generally live well up to their pay.

6294. Would you say Down is more expensive

than Kilkenny?—I am sure it is far more expensive.

6295. *Mr. Holmes*.—What was your pay before the last increase in 1874?—I had 11. 18s. after six months' service.

6296. What was your annual pay before 1874?—It was 361 8s.

6297. What was it after 1874?—571, and then 591, and the next increase will be 621.

6298. That is more than 90% of an increase?—Yes.

6299. I suppose in 1874 you thought it a very fair increase?—We thought it very good; we had nothing before.

6300. Tell me when the police in Down considered the increase insufficient?—For the last couple of years.

6301. To what do you attribute that?—To the rise in the price of provisions. Things are dearer now than they have been.

6301.* Are they?—I believe they are.

6302. As a matter of fact, are they dearer now than in 1874?—Some are, and others are not; for instance, beef is dearer. You will not get beef under 10s. per lb., or potatoes under 5s. per cwt., and you could buy potatoes last year at 1s. 6d.

6303. Probably next year you will buy them as cheap; potatoes are a very variable crop?—I think 2s. 6d. a-day would be little enough to keep any man. A man could spend 2s. 6d. a-day with very little extravagance.

6304. For his food?—Yes.

6305. *Mr. Harrel*.—Suppose you did spend 2s. 6d.; have you calculated what that would be a-month?—31. 15s.

6306. How much is your pay now?—41. 18s. 2d.

6307. That would leave you a balance of 11. 3s. 2d. a-month?—Yes; but look at all that has to come out of it.

6308. I know out of that you have to supply boots and socks and shirts and tobacco?—Yes.

6309. *Mr. Holmes*.—You would have 16s. a-year over your pay?—The place of worship I belong to is very poor in the north of Ireland, and we pay very high, at least a couple of pounds a-year, to the clergy. We have to subscribe liberally to them.

6310. *Mr. Harrel*.—The poorer the place the more those who contribute have to give?—Yes. I think the police are the best-paying parties that go to the place of worship.

6311. *Chairman*.—You said there were certain items to come out of that 11. 3s. 2d.; mention what they are?—So, for fuel and light. We pay 4s. per cwt. for the carriage of every ton of coal we burn, not to talk about the price.

6312. How much would it come to per man in the month?—About 3s. in the summer-time.

6313. What you mean is that, besides the Government allowance, you spend 3s. in the month?—Yes. We have cooking and washing 6s., and I have paid 10s. for boots and shoes 3s. a-month would be fair enough; plain clothes, 3s. 6d. a-month; shirts and towels, 1s. 6d.; tobacco, 4s. (that is inside the mark, a man smokes more than that); newspapers 1s., and we pay far more than that; brushes, 6d.; barrow requisites, 1s.; religious purposes, 2s. a-month, and that is far short of it.

6314. That makes 11. 5s. 6d.?—Yes.

6315. Then, according to your case, allowing all those things, and to live at the rate of 2s. 6d. a-day, you would be at your pay a little out of pocket?—Yes.

6316. *Mr. Harrel*.—You would be 2s. a-month out of pocket. Are you really out of pocket?—I have not a shilling but the few pence I get out of the 180,000. I do not think any man could save money out of the present pay. If a man wanted to go on a month's leave he would have to borrow.

6317. Do you think the 2s. 6d. a-day a fair allowance?—I think any man could use it in the day.

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6318. Without being extravagant?—Without any extravagance.

6319. Mr. Hobson.—As you cannot live within your pay upon your own estimate, how can a sub-constable live who has less than you?—He must deny himself some of those things. He will not take eggs to his breakfast, and there are other things also he will not take—for instance, he will not use so much butter. He will not use anything only what he must use.

6320. Chairman.—Do you think the sub-constables in towns are not saving?—There may be some of them; there is an odd one of them, but a great many of them are not. There are some men who save money if they had only 6d. a-day.

6321. Now, if you have done with pay, go to the subject of pension?—All are agreed that the pensions should be made the same as the men who joined before 1866 are entitled to.

6322. They rely on the inequality?—Yes.

6323. When did this claim for increased pension begin to be talked of among your men?—Ever since the first rise of pay.

6324. Mr. Harrel.—That was in 1874?—Yes. They were talking of it from that down, that they should be entitled to the same pension. They are doing the same duty as the other men who joined before 1866, and it is only fair they should get something; because when a man leaves the force he is fit for very little.

6325. Chairman.—When did you find out the difference between your position and theirs?—When we saw the large pensions they got.

6326. Mr. Harrel.—You did not know it when the Act passed?—No; not until we saw the men going out.

6327. That is the 1874 men?—Yes.

6328. Chairman.—Do you think from what you know of things generally, that men find employment when they leave the police?—Some of them do; but they are able to do very little, except they take some low situation, such as process server.

6329. Do you wish to add anything else about pension?—I heard some of the men saying that if, after this Committee, the pensions would not be increased, they would go to Australia.

6330. Do you think a considerable number will do that?—I do. I could give you two men in my own station who told me they would leave the force and go to Australia.

6331. Mr. Hobson.—When did they join the force?—One has six years' service and the other two. 6332. Where did they come from?—One is from Donegal and the other a policeman's son, an Antrim man.

6333. Chairman.—Do you believe that will be done in large numbers by those men?—I believe it will; because they look on the pension as nothing. When a man has served thirty years in the force, if he has not something it would be very awkward for him.

6334. Mr. Harrel.—With what object would they go to Australia?—To better their position.

6335. In what peculiar line?—I do not know. I suppose they would join the police there. I have known of several men to go and join the police there.

6336. Mr. Hobson.—Do police pensioners find it easy to get employment?—They do not. I know several who could not get employment, and have none.

6337. What class of employment do they get?—I know one of them a barman; I know another an assistant petty sessions clerk, and the like. Others of them lift rents in small tenement holdings in towns. Others can get nothing at all. They are fit for nothing.

6338. Chairman.—Pass to the next subject?—The married men are very poorly off.

6339. Those that are not accommodated in barracks?—Yes.

6340. What allowance do you say would enable a married man to get decent quarters generally in the County Down?—I know a married sub-constable who was paying 4s. 6d. or 5s. a-week, which was lifted every Friday. That was 1861 a-year, and then he would have to provide fuel and light; but I think 10*l* a-year would be about fair.

6341. Do you not think it would be a fair thing if they got an allowance at the end of ten years' service?—I think it would be very good.

6342. So as not to encourage a man to get married at seven?—Some of them want to get married at five years' service.

6343. Without saying anything whatever about that, would not it be fair if the allowance for lodgings began at about ten years' service?—I believe it would be very fair, and the men would be well pleased with it.

6344. Go to the next subject?—Unfavourable records are a great grievance entirely. If a man gets drunk he is fined for it, say, 3*l*. or 4*l*., and that follows him to the grave. He never can shake it off, no matter how good his conduct is. If he gets married, his children are punished for an offence committed before they were born. That is not the worst of it. If a man is transferred from one county or district to another, the record is there before he arrives. There is no encouragement for men who commit themselves to reform at all. It is a very hard thing. You should try not to do away with them if you can. A man does not require to be very much intoxicated to be fined in the police. You could not impose a civilian for the same state of drunkenness. You would not notice a sign of drunkenness on a man, except his being flushed, and yet he is charged with being drunk. He is both civil and respectful to his superiors, but he is fined 4*l*. or 5*l*. That is a terrible offence, and the fine one hundred times more than any man in the community would be fined.

6345. Mr. Harrel.—But do you not think it is a good thing in a force like the Constabulary that, in the interests of the men themselves, and the responsibility of the service, sobriety should be maintained?—I do.

6346. And the character of the force for sobriety supported?—I do; but I think the unfavourable records are calculated to make a man get drunk. It is an awful punishment to have a man fined 4*l*. when he will be only flushed, and at the same time civil and respectful, and conducting himself properly.

6347. Is not a well-conducted man for the first offence of drunkenness, if it is not aggravated, usually cautioned and not fined at all?—No; if he is on duty, for the first offence he would be punished; if not on duty, he would be admonished.

6348. It is only in the case of aggravated or subsequent offences those large fines are put on?—It is; but it is not the men who drink most get the biggest fines; that is one thing I know, from twenty years' experience. I know a young man, and as sure as ever he took drink he would be caught; then he would quit it for five or six years, and take it again, and he would be surely caught again.

6349. Chairman.—You would say whatever may be said about the fines, that after some years these unfavourable records should not tell against promotion?—They should not count against a man, say, for a more case of drunkenness, when he was not on duty or required for duty, and he conducted himself properly whilst in that state, he should not be fined over 1*l*. For a case of that kind 3*l*. is an excessive fine, except where a man conducts himself very badly. I think it breaks down a man altogether to fine him so weighty a sum; he loses courage, and he knows he can never shake off the record.

6350. After what period of good conduct would you say unfavourable records should not count against promotion?—After two years or so. A man has some prospect at the other side of the grave, but

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in the police he gets no forgiveness at all. Unfavourable records ought to be done away with after two years. A fine of 5*l.* or 10*l.* is a severe punishment, and ought to satisfy the offence without recording it against a man. There are men who would give 1,000*l.* to do away with those unfavourable records; they hang after you from station to station, and county to county, so that they are thrown in your face wherever station you go to.

6351. Go to the next subject?—The men wish to be allowed to retire after twenty-five years' service; a man is very little use after serving twenty-five years.

6352. At any rate, if you let him go at twenty-five years' service, he has a better chance of getting something to do than later on?—Yes.

6353. Pass to the next subject?—The men are very much dissatisfied with the system of promotion; men of three, four, five, or six years' service are promoted, while men of ten and twelve years' service of no good character will get nothing at all. They are not even on the list, and they have a great grievance.

6354. What way would you propose to cure that?—All the senior men should be promoted, and the Inspector-General should have the sole command of that.

6355. Mr. Hobson.—You mean according to seniority?—According to seniority; because, if you promote a man after four or five years' service, and put him in charge of a station where there are men of ten, twelve, and twenty years' service, they will do nothing; they will only obstruct him, and he knows how to do nothing. He may be able to write well and do the work of the office, but he is not a policeman. The men consider it a great grievance to be under him at all.

6356. Mr. Harrel.—When you say promotion by seniority, you merely want seniority to be an ingredient, and that he should also prove himself acceptable by examination?—I would be for that.

6357. When you say the Inspector-General should have the choice, do you mean he should have the choice, but the promotion should still go on by seniority; that the vacancies in Down, for instance, be filled by the sub-constables of Down?—Certainly.

6358. Is there any minimum period of service at which you would allow a sub-constable to be promoted at all?—I think ten years. Any sub-constable should have eight or ten years' service before he would be promoted. They may be very good in many respects, at office work and other things, but young sub-constables are no use as policemen. You will see men of three, four, and five years' service constables, and they are no use. The men have no respect for them, and do not like to be under them. You will see men of fourteen and fifteen years' service without any records at all, and they are not promoted. They think that a great grievance, and that those young men are getting what are their just rights.

6359. Getting what ought to belong to them?—Yes; the senior men should get the preference if found capable.

6360. Have the men told you to express any opinion about promotion to the rank of sub-inspector?—Yes, very strongly; they say all the officers should be promoted from the ranks.

6361. Is it your experience that the officers coming from the ranks maintain authority and discipline as effectively as the others?—They do, every bit; I have known some three or four promoted from the ranks, and they were very fine men.

6362. Mr. Hobson.—Did you serve under them?—I did not, but I served in the county with them.

6363. Chairman.—Anything else on this subject?—Again, there are the sub-inspectors' clerks, for instance, when they get into the office they are promoted, and they may have only six years' service.

6364. Mr. Harrel.—You would not suggest that

they should not be promoted for being sub-inspectors' clerks?—I should certainly say not.

6365. Compensate them any way you like, but do not promote them at your expense?—Certainly. They think the young men are pushed on by the officers; so that when they get on the list they will creep up to the top before long, and then they are promoted, while there are men of ten and twelve and fourteen years' service of fully as good character, and they are nowhere at all. They consider it a great grievance to be working under those young men.

6366. Chairman.—Go to the next subject?—The fuel and light allowance is not enough. I would say we should be allowed full cost, or at least 30*s.* a month in winter time, or 30*s.* in the summer time. We pay 4*d.* per cwt. for carrying the coals from Roscrea to Rathfriland.

6367. You use coal altogether?—Yes. We do not say for the guard-room alone, but it would take the greater part of it in the winter time. It would not do the kitchen and guard-room at all. I would say 30*s.* would be small enough for a place like Rathfriland. It is very hard to get coal at all.

6368. Pass to the next matter?—We want an allowance for plain clothes and boots.

6369. What would you say for boots?—2*l.* would be very little for boots.

6370. How many pairs do you want?—I would wear two pairs anyway. A pair of common brogues would cost 1*l.* or 15*s.* I bought a pair of highboots common brogues at 15*s.*

6371. How much for clothes?—6*l.* for shirts, socks, and plain clothes.

6372. You are the first that put in any claim for shirts?—The army are supplied with shirts.

6373. Mr. Harrel.—Shirts for plain clothes purposes alone?—I do not mean that. 6*l.* for all would be in or about meet it.

6374. Mr. Hobson.—You said the army are supplied with shirts?—Yes.

6375. But they have not the same pay as you have?—They have not the same duty either.

6376. What do you say to Egypt?—That is very good whilst it lasts.

6377. Would you change places with Sir Garnet Wolseley?—I would if I was able.

6378. Chairman.—Go to the next subject?—The allowance for making up uniform is not up to the mark. I paid 7*s.* for the tunic on me, and I was allowed 5*s.* 6*d.*, and I paid 3*s.* for the trousers.

6379. Taking one pair of trousers and a tunic, you lost 3*s.*?—Yes. I should say a man should get the actual expense.

6380. What is the next matter?—The men would be very anxious that the nightly allowance should remain as it is. It would about cover a man's expense, or very near it. It is very fair if left as it is.

6381. Pass to the next point?—It is a very hard thing to cut a man when he is sick in hospital at the end of ninety days. It is not his fault if unable to resume duty. If a married man, what would he do?

6382. Either that he is very bad, or that it comes to that point of recovery when it is very dangerous to cut off his maintenance?—Yes.

6383. Go to the next point?—Men returned unfit for service from illness contracted in the force should get some pension. For instance, a man joins in the prime of health, and he contracts a disease like consumption, not may be, after nine or ten years' service. He is discharged on a few pounds. The men think he ought to be allowed a small pension; because it is not right to send him home to his father or people when broken down in the force, and he should be allowed something to keep him. It is hard to send him back without anything, having left his father in the prime of life, and through hard duty lost his health.

6384. What rule would you propose to lay down

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on that subject?—Where it was certified he had lost his health on duty I would allow him something to keep him, no matter what service he had. There is another thing they complain of, namely, being sent to hospital. They do not like it. A man is kept in hospital three months, and then sent up here, and he may be put into Stevens' Hospital again. They do not like to be sent into Stevens' Hospital at all.

6385. Mr. Holmes.—Why do you say "again?"—The surgeon of the force sends him to Stevens' Hospital.

6386. Mr. Harrel.—Do I understand you to mean the local hospital when you say they do not like to go there at first?—They do not like to be kept so long without being discharged. They think that when the Government themselves appoint an inspector or medical attendant, who returns them unfit, they should be discharged without further bother in going to those hospitals at all. I was in Stevens' Hospital here, and I know I would sooner do duty on three sticks than put in one month in it.

6387. Chairman.—What was your objection to Stevens' Hospital?—The food was bad, and a man was not treated like a decent man in it at all. Any other man would be treated better. I do not want to be bringing charges against Stevens' Hospital, but I would sooner take two sticks and do duty than go there.

6388. Mr. Holmes.—I suppose it was selected in consequence of its proximity to the depot?—I do not know; but the meat was bad, and the beds were bad and not clean, at least when I was in it; and there are other complaints.

6389. Chairman.—A man examined yesterday pointed out that there was no regular chaplain there?—Neither there is. A man has no opportunity to worship.

6390. He said there was no opportunity for a Catholic to have the regular daily attendance of a priest as there was for a Protestant?—There is not; but he could send for a priest if he wanted one. But I certainly would not like to be sent to that hospital; I would sooner be sent to any other.

6391. Mr. Holmes.—How long ago is it since you were there?—I think it was in 1874 I was there.

6392. Chairman.—Go to the next subject, please?—We think the officers of the force should be allowed to deal with slight breaches of discipline, but not fine; they could punish men for small breaches of discipline.

6393. Mr. Harrel.—How, without fining them?—They could make them take extra patrols, or something else like that. I saw an officer do it, and it did very well; he was a very good officer; the men liked him very well. If a man committed a slight breach of the regulations he would make him take a few extra patrols, or the like of that. The officers should be allowed to deal with any case except intoxication, insubordination, or the higher offences.

6394. Chairman.—Does that represent the feeling of your men?—It does, indeed.

6395. Go to the next subject?—They complain of wearing the helmet, that it is useless, and an obstruction if a man has to arrest a prisoner.

6396. The helmet is likely to fall off?—It is sure to fall off; at those small places like Rathfriland a man could do duty with a forage cap.

6397. Mr. Harrel.—In country places duty could be performed with a forage cap except when under arms?—I think it should, and the men do not like to wear the helmet except when parading for officers going to divine worship or attending Courts of Justice.

6398. Have you anything to say about the forage cap?—Some men would be for having a peak on it, but the men of Down do not much care; they think they should be supplied with a forage cap and a pair of mitts at the public expense.

6399. Have you anything to say about the

material of the frock?—It is very bad; it gives no wear, and is knocked up in a short time.

6400. Is there any other matter that interests you?—The men would be anxious to have roll-call all the year round at 10 o'clock at night, and morning parade as usual. They do not like to be shut up so early.

6401. Pass to the next point?—A well-conducted man who failed for promotion should, after twenty years' service, be entitled to an extra rate of pay; it would be a little encouragement; 4l. would be a recognition. The head constables and constables get it, but the sub-constables get nothing at all, no matter what service they have.

6402. Chairman.—What is the next point?—The men say they should not be kept until twenty years' service to get their maximum pay. I have nineteen years and eleven months' service, and I have not my full pay yet. If a man is not a good policeman at ten years' service he never will be a good one, and so they think they should get the 62l. at ten years' service instead of at twenty. In England a man is looked on as a first-class man in ten years.

6403. We are going to inquire into the rates of the English and Scotch police?—We have not as much pay, and I think we are as good men as they are.

6404. The London police have better pay than most other English police forces?—I believe they have.

6405. It would be only fair to take into account the general state of the entire country in estimating the pay?—It would be fair.

6406. What is the next subject?—That at stations composed of less than four sub-constables, the constable should take turn as barrack orderly.

6407. Mr. Harrel.—There is no regulation on that subject?—No.

6408. You know a constable has general charge, not only of the men and discipline of the station, but he is generally responsible for the preservation of order and compliance with the law in the sub-district?—I am well aware of that.

6409. Suppose you placed a constable as barrack orderly, would not you eventually place him in a position in which he would not be able to carry out the primary duties of his office?—I think he would, because Sir Darnley McGregor and the other Inspector-General make them do it until Sir John Wood exempted them from the duty. They had to take it in my day for many years; I think it is a very hard thing. Say there is a constable with three men in charge of a station, and that two of the men have to go to Belfast, there one man would be guard, and he might be lying in his clothes for three weeks, and the constable would not go into the day-room for fear he would ask him to let him wash his hands.

6410. But is not it the fact, as compared with former times, that the duty of barrack orderly rather gives him a day's rest?—I would sooner say day be on duty than guard.

6411. But you go to bed at 10 o'clock, and you are not obliged to rise till 6?—That is so.

6412. You can take off your boots and open your tunic?—You can take off your boots, but if a man lies in bed all night with his tunic and trousers on he will get up sick in the morning. I would be fitter for more than if I went 20 miles. When you lie in your clothes they get warm, and it is very uncomfortable afterwards. I have been nine and ten days on guard day and night without being relieved. The constable was there and would not take guard; he would do nothing. I say he should take guard.

6413. Where you are obliged to keep guard constantly would the discipline of the service, reasonably administered, prevent you washing your face?—It would not; but would not you be improperly dressed whilst you were at it?

6414. Except between 10 and 6?—I think there would be more reason if the constable were made to take guard where the station was reduced, and I do

not see why, in the County Down, where there is never an outrage, they should not take it. When the station is reduced, and there are but three sub-constables, if two of them go to rescue, or a place, there would be only one behind, and he would be guard, so that the head constable and constable would be totally useless. The constable should take the duty in a head-quarter's station, when the men would be reduced, say, to two, and in an out-station, where the men would be reduced to one. The constable should take it day about with his man, and if any outrage or serious offence occurred in the district it would be easy for the constable to place his man on and visit the scene.

6415. Is there anything else?—At Courts of Inquiry the accused should be allowed to employ a solicitor, and examine and cross-examine witnesses.

6416. He is allowed to employ a solicitor at present, but the solicitor is not permitted to address the Court, or do more than advise the person who is charged?—I knew that; but the men would be anxious that he should be allowed to examine and cross-examine the same as in any other Court of Justice, and they would also like to have the members of the Court sworn.

6417. Of course, you know that all the proceedings of a Court of Inquiry are taken down in writing?—Yes.

6418. And that it is rather a lengthy process?—

Yes; but I may say we have very little to do with them in Down; there are no Courts of Inquiry hardly at all in the county.

6419. Would you go on to anything else you have to state?—There should be an allowance for washing the barracks. We have often to pay for washing; for instance, if prisoners are in, and they do not wash it going out, we cannot compel them.

6420. Do you mean the look-up?—Yes, and other parts of the house; they dirty the house and place generally.

6421. What would you suggest as an allowance?—11. a-month would be a fair allowance for the Government to pay for washing the barracks and keeping it in order.

6422. Is there any other matter?—No; if you put us in the same position as the police in England and Scotland we will be satisfied.

6423. Mr. Holmes—You want to be put in a better position as regards pension?—But they are better paid than we are, and they take money that Irishmen would not take.

6424. Mr. Harrel—But you would be very sorry if the time ever came when the Royal Irish would take money, or supplement their income in that manner?—We would be very sorry; they told me they keep a book, and it would be a bad week they do not get 2s. or 10s.

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9 Sept., 1882.

[The Committee adjourned to Tuesday, September 19.]

THIRTEENTH DAY.—19TH SEPTEMBER, 1882.

Present:

MR. B. O'SHAUGHNESSY, M.P., MR. R. W. A. HOLMES, and MR. D. HARREL.

Constable THOMAS O'ROTHEN, examined.

6425. Chairman—You represent the non-commissioned officers of the County Carlow?—Yes.

6426. How long have you been stationed in Carlow?—Since March last.

6427. What part of Carlow were you stationed in?—In the town of Carlow.

6428. Had you been previously stationed in any part of Carlow?—Never before.

6429. Where were you stationed before?—I was stationed in the Queen's County about ten years, and for some time in the city of Waterford. During the agitation I have been throughout the whole of Ireland.

6430. How long have you been in the force?—I will be sixteen years in the force next December.

6431. Then do you come under the 1866 Act?—I do.

6432. Take the points you wish to make in the order as you think of their importance?—We have sent forward a Memorial, and I would like to make the points as they are in it. It was I who drafted the Memorial, and therefore I would like to explain anything you may not properly understand.

6433. The first point in the Memorial is with reference to the pensions?—Yes.

6434. I see that it seeks virtually to place you on an equality with the men who joined before 1866?

—The majority of the men would wish that; but some men would look for something lower, because I believe they understand it is the desire of the Government not to increase the pensions too high, lest we would have all the Civil Service on our heads. The majority of the men of Carlow, however, wish to be put on an equality with the men who joined before 1866. They seek one-half pay as pension at fifteen years' service, and for each additional year one-thirtieth to be added.

6435. That one-thirtieth be added for each additional year's service, and that then you should retire on full pay?—Yes.

6436. Then you said some of the men would be satisfied with less than that?—I for one would be satisfied with less than that. I do not seek full pay, because I see pitfalls before me in looking for that.

6437. Be kind enough to say what alteration of the present pensions you think might be adopted?—I would like, when getting out on pension, to have at least three-fourths of my pay; that is, according to the late Pension Act for the officers.

6438. You want to get three-fourths instead of three-fifths?—I would be satisfied; but the majority of the men would claim the whole.

6439. You and some others would be satisfied?—A few others; not very many. I do not like to

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T. O'Hara.
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be unreasonable in any demand, and therefore I would be satisfied with three-fourths of my pay as pension on retiring; but I would like to retire at thirty years' service.

6440. Suppose you had the option of retiring at twenty-five years' service,—at present you have not the option of doing so?—No, not at thirty years.

6441. You have?—No. I have to go before a Board.

6442. Mr. Harrel—You joined subsequent to 1866?—Yes.

6443. The Act of 1874 applies to you, and specifically provides that you shall be entitled to retire at thirty years' service without a medical certificate?—I was not aware of that.

6444. Chairman.—Suppose you had leave to retire at twenty-five years' service, what would you say then about your pension?—I would like to get a proportionate allowance. If I would get three-fourths at thirty years' service I would like to get a proportionate allowance at twenty-five. If you gave me three-fourths of my pay at thirty years' service, I would not go in for that at twenty-five; but for every year I serve I would like to get a pension, not in periods.

6445. You have told us distinctly your views about pension. Give us the reasons on which the larger claim is grounded by your men?—At present, if we retire on pension we will get nothing to support us. The present state of feeling in the country is very strong against the police, and if we do not get a sufficient pension to support us we will have to go to the workhouse, because we cannot live in the country. There is also an increase in the present rates of subsistence. A man is depending on the pension he is looking forward to, having nothing else to support him, and therefore he would like to get a good pension going out.

6446. Do you not think it likely that things will subside in the country, and that in a few years men leaving the force will be able to get decent situations as in former days?—I do not believe it will ever be again as formerly.

6447. Then you think the feeling is not likely to subside?—It may in some parts of the country, but I do not think there will ever be the same feeling again.

6448. Are you a married man?—I am.

6449. Let us take the case of unmarried men in the force in quiet times. In those days, according to the evidence given before the late Committee that sat in the early part of this year, a good many young unmarried men did save money. Do you not think that is likely to be the case again?—It might be the case; but I do not believe they will ever save as much money. The police will be charged in future a very high price for anything they lay, there is such a feeling against the police force.

6450. Is it your experience in your own town, and in the neighbourhood of Carlisle, that you are overcharged?—My experience in Carlisle is not much, but I believe if I were in Carlisle, and remained in Carlisle during the agitation, I would not be charged as much as at present. I believe I pay more than people going there during the agitation.

6451. Do your brother non-commissioned officers say they are overcharged?—Some of them say that on account of the agitation they pay a higher price now than before in some instances.

6452. Mr. Harrel—Do you believe you are selected as a person to be charged highly?—I do.

6453. During the agitation, you were a shoethand writer?—Yes.

6454. And you are singled out on that account?—I am; and very often I have to put up with abuses and insults in the streets.

6455. The matter affects you individually?—The high charge affects me principally, but it affects the others also, more or less.

6456. Mr. Holmes—Do you think that the men

of the Royal Irish Constabulary should be put in a more favourable position as regards pension than the police forces in England and Scotland?—I do not exactly understand what you mean by being put in a more favourable position.

6457. Take the general question: Do you think that it would be possible for the Legislature to put the men of the Royal Irish Constabulary on a better footing as regards pension than the police forces generally of England and Scotland?—I think it would—in this way, that the police in England and Scotland, as far as I know, are allowed to do things the Royal Irish Constabulary are not, and they are making money and a pension for themselves, while the Royal Irish Constabulary are not allowed to do it.

6458. I am on the Dublin Metropolitan Police Inquiry Committee, and we have examined District Superintendent Walker, of the London police force, and your allegation as regards the London police force is not a fact. The men are not allowed to take any gratuities, or follow any trade or calling other than that of policemen?—A policeman's wife might be allowed to do something to increase her husband's income, and support the family. I do not know much about the English police. The pay and pension of the Irish police are perfectly well known now to every young man in the country. If they see a fair pension given it will encourage young men to join the force, and those who are in the force to remain in it. The pension we get at present will not entice them to join, and if they do join they will not remain in the force.

6459. Chairman.—Do you think the men at present are not disposed to remain in the force?—I am afraid if the pensions are not improved men will leave.

6460. You say at present the young men know what they are going to get in the way of pay and pensions?—They know what we have.

6461. When you were going into the force did you not know all about it?—I did not. I made no inquiries as to pensions at all. It was just after the rise of pay, and I thought the pensions would go accordingly. At the same time, when I joined I did not intend to remain so long in the force, but when I got married I could not leave it.

6462. Mr. Harrel—Are you aware that the pension which you allege is allowed to the officers under the late Act is only to be had after forty years' service?—An officer is better able to serve forty years than a man in the ranks is able to serve thirty.

6463. Chairman.—Why?—Because the officers have not the same hardships to undergo that the men in the ranks have.

6464. How old were you when you entered the service?—21.

6465. Suppose you serve thirty years, you will be 51?—Yes.

6466. We all know the great body of the men enter at 18, 19, 20, and 21?—Yes.

6467. When a man comes to be 50 years of age, if things were ordinarily quiet and no great agitation in the country, would he be unfit to work a little on his own account when he gets out at 49 or 50 years of age?—I do not suppose he would be able to work much, but he would be able to work a little.

6468. What is your experience of men of 50 years' of age in the force?—They are fit for nothing at all as far as police duties are concerned. They are a burden to the men serving than otherwise.

6469. Men at 30 years of age?—Men of over 30 years' service in the force. They are worse than the youngest recruit that comes into the station, and would give more annoyance.

6470. Do you think that is at all attributable to their desire to get out?—Portion of it is; because when they arrive at thirty years' service they think they should be allowed to retire without

more annoyance or trouble to themselves. They begin to throw themselves about the kitchen and day-room, and will do nothing for any man. They are more in the way than anything else, for the other men have to do their duties.

6471. On the subject of pay, the increase you seek is an increase of 1s. a-day to each man?—Yes.

6472. Tell me in your own way the grounds upon which the men base their claim to that amount?—In the first place, I would put it on the hard duties we have to perform during the agitation. Ever since the agitation started we have been constantly on our feet working day and night. We are always out. Then there is the increased cost of provisions, and we have to pay higher prices than any other one. In some places we are boycotted and cannot get things at all.

6473. With regard to the great work you have had to do, it is only since the agitation arose you felt it?—It is since the agitation arose, but we feel it still.

6474. Before the agitation had you such very hard work?—It was not so very hard, but it was hard enough, compared with the pay we get for doing the work. Several Acts of Parliament passed from year to year impose upon us extra duty, and it would be right we should get extra pay.

6475. But in some cases you get extra pay for the discharge of the duties?—In some cases we do.

6476. Mr. Holmes.—In what cases?—If we went on escort and were absent for so many hours, we would get 1s.

6477. Chairman.—But do you not get paid out of the rates sometimes for duties with regard to weights and measures?—I performed the duty of examining weights and measures before I came up, and if I be absent eight hours on the duty I expect to get 1s. 6d.

6478. For the Census duty you get paid in the same way?—Yes.

6479. And for collecting statistics?—Yes.

6480. Mr. Harrel.—The general scheme of allowance received from other departments is upon the lines of the constabulary allowance?—Yes.

6481. That is to say, if you were absent the same time on regular constabulary duty for which you would be entitled to extra pay, you would receive it from the constabulary?—Yes.

6482. Mr. Holmes.—In point of fact, you get no remuneration,—the allowance is to cover the cost of living?—Exactly.

6483. Chairman.—Surely you do not always expect to have the extremely hard work you have had to do for the last couple of years; the country is not always going to continue in agitation?—I hope we will not have the same amount of trouble; but there is no sign of it abating yet.

6484. No sign?—Not with us.

6485. Mr. Holmes.—Not even in the quiet county of Carlow?—No. We have to perform the duty the same as if it was a busy place, except evictions duty.

6486. Chairman.—You were doing duty in other counties?—Yes.

6487. Where?—In every county in Ireland, wherever there was a Land League meeting. I might be sent to Cork this Sunday, and to Donegal next. I was in the Castle here.

6488. In reference to your argument as to the increased cost of living, has the cost of living increased much since 1872 or 1873?—I find now that if I go to buy a steak I have to pay 1s. or 1s. 1d. per lb. for it.

6489. In Carlow?—Yes.

6490. What have the other men to pay?—About 1s. for it, and if they get good beef or mutton they pay 1s.; but since I went to Carlow I have to pay 1s. and 1s. 1d. for beef.

6491. Is it for an ordinary piece of beef?—Yes; and for a good steak or chop.

6492. Take other matters of food; are they more expensive than they were ten years ago?—They are.

6493. Mr. Holmes.—In what town do you pay 1s. and 1s. 1d. for the best joint?—In Carlow, for steak, owing to the part I took in the agitation.

6494. It is a sort of penalty on you?—I think so.

6495. Is it a matter of fact that, owing to the part you took as a policeman during the recent agitation, you are charged more by the butchers in Carlow than the inhabitants generally?—Yes.

6496. Is it a fact?—Yes.

6497. What is the current price of beef in the market?—I do not know exactly; but I believe it is 10d. and 11d. and from that to 1s. per lb.

6498. Chairman.—Do you think the other men are made to pay as much as you?—I do not exactly know, but I believe they are made to pay more than otherwise, being policemen. I belonged to the city of Waterford, and when I went up for duty the county inspector would not allow me to return; he said there was ill-feeling against me, and if I did return I would have to pay higher.

6499. Mr. Holmes.—You said you were a short-hand writer. Were you paid specially for that?—I was.

6500. Chairman.—At what rate were you paid specially?—When I was out on duty I got 8s. a-day extra pay.

6501. Mr. Holmes.—Then your unpopularity was not altogether unprofitable?—It was not; but indeed I did not make much money by it.

6502. In what ranks do you think the question of pay is most keenly felt?—I think it is most keenly felt among the married men.

6503. Mr. Harrel.—You think the single men of all grades can get on fairly well?—They cannot get on well. I think all grades feel the insufficiency of the pay. They have not pay to support themselves properly.

6504. Chairman.—Before the agitation had not they pay enough to support them?—This agitation is going on for years.

6505. I am not talking of the agitation in the force; but before the disturbance in the country were not they able to live pretty comfortably on the pay?—They felt the pay was insufficient. They worked away as well as they could, thinking the Government would do something for them without asking it at all.

6506. But when they get the increase in 1874 were not they satisfied?—They were; but since that time things have been growing steadily dearer every day.

6507. Mr. Holmes.—Surely that is not the case?—In some places, it is.

6508. As a matter of fact, we have the contract prices in England, Scotland, and Ireland, and for most articles of food the prices are lower in 1882 than in 1872?—I do not agree with you there.

6509. Chairman.—Do you wish to add anything else on the subject of pay?—I think that would meet the whole case.

6510. I should like to ask you whether your men are more interested in the subject of pay or pension?—I believe the majority of them are more interested in the subject of pay than pension.

6511. That being a ready-money transaction, I suppose?—The majority of the younger men prefer the pay, but the older men of the force are more interested in the pension.

6511^a. Mr. Holmes.—Surely, when you say the older men of the force, the older men come under the favourable scale?—I mean the older men under the 1860 Act. When speaking of pensions at all, I mean as to the men under that Act.

6512. What is your present pay?—72s. 16s.

6513. What was your pay before 1872?—I was a sub-constable then; I am not very long a constable. My pay then was 31s. 6s. 2d. a-month.

6514. What did you get after 1872?—54s. 16s.

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6515. Were you satisfied at that time with the income?—I was satisfied then, because I had no extra expense.

6516. Were you able, as a single man, to live?—I was.

6517. Were you able to save money then?—I did save a trifle then, and if I had not I would be very badly off part of the time since.

6518. *Chairman*.—Is it a fair question to ask have you been able to retain the savings you made then?—I have not.

6519. You got 8s. a-day for the extra duty?—Yes.

6520. It can hardly be the agitation that took away your savings then?—The way I was situated was different to other men; I was ordered here for the duty, and I left a wife and family after me.

6521. *Mr. Holmes*.—You told us that you had saved money after 1874 before you married?—It was previous to 1874 I saved the little I did.

6522. Then you saved money on the lower scale of pay?—I did; I saved money then after getting the last rise of pay.

6523. Surely, if you were able to save money on the lower scale of pay before 1874, unmarried men ought to be able to save more on the higher scale they are now receiving?—I do not know about that.

6524. Do you think there are unmarried men serving in the County Carlow?—I do not think there are; there might be one or two. I know there is one of the men saving whatever he can, but he is not living as well as he ought to live.

6525. *Chairman*.—With regard to a lodging allowance for married men, you put it down at 8s. a-year?—Yes, at least.

6526. In rural stations that is amply sufficient?—I pay at present 11l.

6527. But in a country place?—In some country places they cannot get accommodation at all, but if they could, it would be cheaper.

6528. In the town of Carlow do you pay as much as 11l. a-year?—Yes.

6529. What accommodation have you got for this?—Three rooms; in fact, I have the house to myself, but no one would take it except myself; it is nearly in ruins. When I went there first I had to go to a garret and pay 4s. a-week.

6530. Was that at all in consequence of the duty you had been performing?—No; that had nothing to do with it, because the person I did get it from would not treat me in that way.

6531. You are aware a man is allowed to marry if he likes at the end of seven years' service?—Yes.

6532. I suppose you will admit that it is not desirable to induce men to marry so early as that, while it may be allowable to permit them?—As far as I would be concerned, I would hold out no inducement at all to a man to marry in the force.

6533. Do you not think that if this allowance were made at ten years' service it would go a long way to meet the demands?—If I were permitted to express my own opinion, I would not give it sooner than ten years; in fact, I would go farther, and would not allow any man to receive lodging allowance sooner than twelve years, but the men in the force would not be of the same opinion.

6534. *Mr. Holmes*.—If you knew that in no police force in the United Kingdom the married men received a lodging allowance, would you still press for it to be given to the men in the Royal Irish Constabulary?—I would.

6535. Why would you ask that the men in Ireland should be put on an altogether exceptional footing?—It is very hard for men to live and be paying such high rent. There are cases I know where favourites get into the barracks, and others are left out altogether, and never get barrack accommodation. It is very hard when one man gets it and another does not.

6536. *Mr. Harrel*.—After all, the claim of the married man to lodging allowance here is in order

that they may be put on an equal footing with those who have accommodation in the barrack?—Not exactly that.

6537. The lodging allowance would be viewed as compensation for the want of accommodation in the barrack?—Yes.

6538. It is more that they should be put on a footing equivalent with the men who have accommodation?—It is not exactly.

6539. It is that some equivalent should be given to them in money if they have not accommodation?—It is something like that, but not exactly; for instance, the men on the staff of the militia regiments in Ireland have a lodging allowance, and can live in any part of the town, no matter at what distance from the barracks; no matter what rent they pay, they get the same allowance. Men in the army, in the reserve forces, and conscripts get lodging allowance or house.

6540. *Chairman*.—You follow it up by a demand that married women should be allowed to supplement their income by respectable industry, should they be so inclined, do you find that the men feel strongly on that subject?—I do; every married man in the country feels very strongly on the point.

6541. What kind of pursuits would you say?—If a woman had a trade, such as dressmaker or milliner, I do not think it would do any harm to allow her to take a few girls into the house and carry on work.

6542. Has any other sort of trade been spoken of which they might pursue?—No; but my wife was a teacher, and if she got a few people to teach or instruct in music a few hours every day it would be no harm.

6543. *Mr. Holmes*.—Is she not allowed now to follow her calling as a teacher?—She is not; I would be afraid if I permitted her to do so that I would be punished. Another thing, we are not permitted to keep a few hens to lay eggs, which we want very much.

6544. *Mr. Harrel*.—Do you mean at your lodgings?—At my lodgings, with permission of the county inspector.

6545. Was it ever refused?—I know myself where it was refused, because the man got the hens before he asked for the permission. I think a man should be permitted to keep a few hens or a pig.

6546. But is not he allowed to keep a pig?—He is, if he applies first for permission to do so.

6547. You have instances the only case in which you know of a refusal, as a case in which the man got hens before he asked for permission?—The reason he got them was that his wife was sick, and he wanted a few chickens for her, and some person told the county inspector. At present in Carlow a man would not be refused. I never knew a case where permission was not granted but the one I speak of.

6548. *Mr. Holmes*.—Can you say why it should be necessary to ask permission at all?—I could not say, except it is for the purpose of preventing men keeping them for traffic. A man might rear a pig and sell it. I think that would be very wrong; if a man wants to rear a pig, let him rear it for his own use. As far as I am concerned, I would not rear one to-morrow, because it would be no use to me; I do not eat salt meat.

6549. *Chairman*.—We will pass to the next subject?—There is a demand that the present allowance should be increased 1s. per mile marching money when the distance travelled is more than 6 miles; and also that the head constable, constable, and acting constable should be put upon the same level there; they should only get 3d. a-mile.

6550. *Mr. Harrel*.—For many years the marching money was 1s. for every 12 miles, and another 1s. for every 9 miles following?—Yes.

6551. As a matter of fact, would the present allowance of 2d. a-mile not cover the expense, or go very near it, of giving a man a cow?—If it was

short distance it would not cover the expense at all, but if it was a long distance it might.

6550. But recollect that the present mileage is not only a mileage out from your station, but returning?—Yes, if we travel a certain distance.

6551. I suppose the case of three men taking a car; they would have between them 1s 6d. a-mile for every mile travelled, that is, 6d. out and 6d. home?—Yes.

6552. And that is by statute miles?—Yes.

6553. Would the ordinary rates of car hire ever exceed that in country places?—Yes.

6554. Where?—In different places; Carlow, for instance.

6555. Do you mean they would not give you a car in the County Carlow for three persons at 8d. a statute mile, and half fare back?—They will not; there are some men in Carlow would not go with the police at all.

6556. Do you think that, under ordinary circumstances, the allowance for a night's absence would not meet a man's expenditure for supper, breakfast, and bed?—I believe it would.

6557. Well, the 4s. 6d. is for that?—If they gave us a nightly allowance for any time before midnight, the men would not grumble much over the twelve hours, but they would prefer getting it for eight. They think they earn it, being out the whole night.

6558. It is not a question of compensation for expenditure, but it is a question of compensation for wear and tear and severity of duty?—That along with every other thing else.

6559. Chairman.—You also said that the present allowance is made permanent?—As the time this was drafted the men did not exactly understand, but since then they have instructed me to ask for an increased allowance—for head constables, 6s.; constables, 5s.; and the present allowance to be made permanent for acting constables and sub-constables.

6560. That would be an increase of 6d. to the constable and 1s. to a head constable, whose allowance is 5s. 6d.?—Yes. The head constables were going in for 7s. 6d., but I refused. I said a head constable would be well paid at 6s.

6561. Mr. Harrell.—Do not the constables and men generally live together?—Sometimes they do, and at other times they do not. Sometimes the constables go with the head constable, and if a head constable goes out, the constables go with him. That is the general way.

6562. Chairman.—The next subject is promotion. You claim a uniform system of promotion throughout the entire force, having regard to seniority and merit. Be kind enough to state your views with regard to promotion up to the rank of head constable, and then we can come afterwards to the rank of sub-inspector. Do you wish that promotion be in the county, or through the country generally?—As far as I am concerned myself, I would go in for the general promotion, the same as head constables and mounted men; so that, if a man who is serving in Cork gets promotion in Donegal, let him go to Donegal. That is what I go in for myself. But the men have instructed me otherwise. They go in for promotion by county.

6563. Having regard to seniority and merit?—Yes.

6564. To what extent and in what way would you test merit?—In the first place, I would look to a man's conduct, and then as regards his literary qualifications I would have him examined.

6565. Are you satisfied with the present mode of examination?—As far as I am concerned myself I would be satisfied, but I would have the test more difficult.

6566. Then you approve of the system of examination by the county inspector?—Yes; but I would like every man of over ten years' service to be examined for promotion, and if qualified, not to put

him back. If he is qualified, by all means let him get a chance of promotion, but men sometimes do not get a chance of promotion.

6567. Mr. Harrell.—Do you mean that you would not examine any man until he had attained ten years' service?—Yes. So long as a man of ten years' service would be in the county, I would examine no other man until I would examine the man of ten years' service first. The system of examining young men, and promoting them over the heads of older men in the force, does not work well, and the older men feel aggrieved.

6568. Of course, if they would not go with the police at all, it would not be a matter of our hire; if those persons are in a public line of business, such as having a hotel and posting place, with a spirit licence attached, would not the refusal of a car be a good ground of objection to the licence?—We would consider it a good ground.

6569. Have not women been refused on that ground?—Very few.

6570. But have they?—I believe they have.

6571. Has not there been a considerable increase made to the marching allowance?—It is not as liberal as was expected, and that is the reason the demand is made now.

6572. But do you, personally, think that men would be reasonably entitled to 3d. while marching allowance?—I believe they would, and they earn it well.

6573. In addition to the fact, that by the recent regulations they are also entitled for the same period they had marching money to extra pay?—They may not.

6574. If absent a certain number of hours?—Yes.

6575. You are aware that is what I meant?—I understand that is what you meant.

6576. Then you say 3d. a-mile is reasonable?—3d. a-mile is very reasonable.

6577. The next matter you pray for is that a night allowance be granted for a period of eight hours when the duty terminates at or after 5 o'clock A.M., and that the present allowance of 4s. 6d. a night be made permanent?—Yes.

6578. That is intended to cover supper, bed, and breakfast?—Yes.

6579. Do circumstances often occur in a man's absence for a period of eight hours which would necessitate that expenditure?—Yes; if he be out all night he requires some refreshments, which will take nearly the whole of the 4s. 6d. from him; it would not take the whole 4s. 6d., but it would not be very far from it.

6580. Surely, if he went out on duty, and was absent only eight hours from his barracks, he would not require a bed?—He would not require a bed, but some refreshment in lieu of a bed.

6581. Does not he get an allowance at the present time of 1s. 6d. for eight hours?—Yes.

6582. Would not that supply him with refreshment and a meal?—I do not think it would.

6583. You mean that 1s. 6d. would not give you a fair meal?—When out at night a man requires a better meal than otherwise, and he wants refreshment along with it, a bottle of porter, or ale, or something else.

6584. Some hardship is entailed at present by the fact that if a man does not happen to leave his barracks until after 8 o'clock, he would not get a night allowance unless he was absent for twenty-four hours?—Yes.

6585. Would not some such arrangement as this be fairly satisfactory, that is to say, if a man was entitled to night allowance for absence from his barracks any twelve hours, three of which should be between 12 midnight and 3 A.M.?—I do not believe it would, but it would be more satisfactory than the present arrangement.

6586. Chairman.—You spoke of more difficult examination?—Yes.

6587. Are not you afraid if you do that you may

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give too much weight to mere book knowledge, and, perhaps, smart fellows, able to learn, might get unfair promotion over the heads of men able to do the work?—I do not believe that every man is fit to make himself up if he chooses to work. Every man who joins the force is fit for the rank I hold, of constable, if he chooses to work.

6588. If he has time to study?—If he gets his fair share of the work, he can study between times.

6589. On the subject of promotion to the rank of head constable, do you wish to say anything?—I would like that from the examination for the select list the geography of England and Scotland should be taken away altogether; because I do not see what it has to do with capturing a criminal. But I would have the geography of Ireland retained. I would leave the examination, in other respects, as it is, or make it more difficult.

6590. Do you not think when criminals escape over to England, that it is necessary to know the routes by which they could go?—It would be necessary to know how you would go from here to London; but it would not be necessary to know what is the most northerly point in Scotland or to draw a map of Scotland.

6591. Suppose you heard a man was in a village bearing a certain name in England, would not it be desirable to know where it was, and the way to get to it?—We would easily find that out. For my own part, I do not object, but I am instructed to state that objection as to the geography. There is another thing in connection with the select list. No man should be promoted to the rank of head constable under fifteen years' service, because he does not know his duties before that time. If young men are promoted over the heads of others, they will not work well; they become careless. For clerks in the county inspector's office, the term should be reduced from sixteen years to fourteen, and sub-inspectors' clerks to receive the temporary rank of acting constable, after being two years in the office, for the extra labour imposed on them, and to get the permanent rank at eight years, when another would get it at ten years' service.

6592. Mr. Harrel.—You would have county inspectors' clerks get the position at fourteen years' service?—Yes.

6593. And you suggest that before a constable be promoted he should have fifteen years' service?—Yes, except the county inspector's clerk.

6594. That would not be a select list?—I contemplated both cases at the time.

6595. If he would get it by his office as clerk, why should he compete; at the present time he must have sixteen years' service?—Yes.

6596. You propose to reduce that to fourteen?—Yes.

6597. Then you would give him an advantage over the constable who got in by the select list?—Yes.

6598. One year?—Yes.

6599. About giving the temporary rank, you are aware that there are a great many very young men sub-inspectors' clerks?—Yes.

6600. And many of them also are exempted from all duty, except that of being clerks?—I do not know any of them exempted from all duty.

6601. At any rate, their duties must be made lighter?—Their police duties are made lighter.

6602. Do you not think that it would give rise to a good deal of dissatisfaction among the men of the force if it was found that men of eighteen months or two or three years' service were getting the temporary rank of acting constable, and holding it for a good many years as sub-inspectors' clerks?—I do not think it would. It would not occur in Carlow. The men would be well satisfied with that arrangement. But no man should get the temporary rank until he had been two years in a sub-inspector's office, so that the sub-inspector might know he would be a man on whom he could depend; that

being a confidential man in the office he could be worthy of the position. Until he arrived at eight years' service I would not give him the permanent rank, thus giving it to him two years before the other men. I believe the sub-inspector's clerks deserve it. They are very hard worked.

6603. Chairman.—Now we pass to the subject of promotion to the rank of sub-inspector. Do your men seek that all the posts of sub-inspectors should be open to the ranks, or only a certain definite proportion?—A certain proportion.

6604. Would you say half?—They say half.

6605. Have you served under many sub-inspectors that have risen from the ranks?—I have served under two county inspectors who rose from the ranks, and they were most efficient in the discharge of their duties, and very fair towards the men.

6606. Come, please, to the next matter—unfavourable records. You think unfavourable records should "come to book a man in the face after three years, and should cease to exist after five years' good conduct." I suppose what you mean by that is that they should not count against promotion?—Yes, in certain cases,—I will instance one or two; suppose I be reduced, I cannot compete for promotion again until after five years. I wish to have the unfavourable record wiped out at three. If going for the select list, I cannot compete for four years.

6607. There are certain cases where you would allow them to tell up to five years?—In one case a man would be so unfortunate as to fall into error a second time, let the two follow against him. If I abolished the record in three years, I would be placing a bonus on unfavourable records and making men more careless. It would not be fair to put a careless man on the same footing with a careful man, and I would therefore have the record hanging over the careless man for a certain purpose.

6608. Have you anything to say as to the effect of unfavourable records on pensions?—I would not have an unfavourable record tell against a man's pension at all. No matter how short he got the record, it is hard to take anything from his pension for it.

6609. You seek an annual allowance for boots. How many pairs of boots do you buy in the year?—Sometimes two pairs would do in the year, and another year we would wear three pairs. In wet weather we wear more boots than in dry.

6610. What allowance do you seek for boots, then?—I think about 8*l.* would be a fair allowance.

6611. For two pairs of boots?—I paid, last winter, 12*l.* for a pair of boots, and after six months' wear they were useless. The kind of stuff we get is no use, except we pay a high price.

6612. Of course, you put down some of the amount for repairs?—Yes.

6613. Mr. Hobbes.—Would the men be satisfied if they were supplied with boots as part of their uniform?—I do not think they would. They would never get a good fit; it would be impossible to take the measure of each man, and if a man does not get a good fit he cannot walk. It would be better, no matter how small the amount, to give them an allowance and let them fit themselves.

6614. Are you aware the London police are given two pairs of boots in the year as part of their uniform?—I am not. I know nothing whatever about the London police.

6615. You also seek an increase of the allowance for making up clothes?—Yes.

6616. What increase do you seek for the trousers and tunic?—For the tunic we get an allowance of 2*l.* 6*d.*, and we pay 8*l.* for making it; so that we seek 2*l.* 6*d.*. We seek about 1*l.* 6*d.* additional for the trousers. We pay about 14*l.* or 15*l.* for the tunic and two pairs of trousers.

6617. You also seek that when men are called

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out upon plain clothes duty, they should be allowed 1s a-day for the wear and tear of their clothes?—Yes. We do not ask any more than that when we wear the clothes on duty to be allowed a certain amount to pay for the wear and tear.

6618 That is 1s a-day?—Yes. If I wore them one day 1s., and if for a whole month 30s.

6619 Suppose you were obliged to wear plain clothes for three months; you would ask 4l. 10s. 6d.?—Yes, and if for twelve months, 18l. 6s.

6620 Do you think you would wear out a suit of plain clothes after three months' wear?—I would not.

6621 Do you not think your demand for 1s a-day is rather high?—I must have a suit in my box, and it will not get better for being there, especially if the places happened to be damp, and if I do not wear it the whole year round it will be perhaps out of fashion or useless at the end of the year.

6622 Taking one year with another, how long does a suit of clothes last you when worn only on duty?—If I get a suit of clothes and have an old suit to wear knocking about the house, the suit would do me for the year. It would be pretty respectable for a year, or nearly a year, by wearing it constantly.

6623 Chairman.—In ordinary times, for a constable who is not so often in plain clothes as you are, a suit of clothes would last longer than a year?—It might get moth-eaten in the box and become useless if he wore a careless man, but if he wore the suit a day every month or so, it would be paying him for sitting the clothes going on duty for the public; he has to buy the clothes out of his own means.

6624 There are some men who are not in plain clothes more than twenty times a-year?—Some of the men in Carlow go in plain clothes every month on the fair day, that is, twelve times a-year.

6625 They would only get 12s. a-year?—Yes.

6626 And you, if you put on the clothes 100 times, would get 5l. a-year?—Yes.

6627 Do you think such an arrangement as you propose would be satisfactory?—If I have to wear plain clothes all the year round I would have two suits.

6628 You seek for optional retirement after twenty-five years' service; do you think many of the men would avail themselves of it?—I am sure they would.

6629 Mr. Holmes.—Even upon the present scale of pension?—I do not think that they would at the present scale; it would be hardly worth their while. They would try and live in the force as long as they could in order to have the pay. They could not live on the present pensions. If you permit me I would mention a case in the station I belong to in which a man of fifteen years' service got disabled and deaf from hardship and wet, and he was discharged a day or two ago, and got only 17l. He has a wife and child, and he would have fifteen years' service the 1st of this month; he is deaf.

6630 Did he get that deafness in the discharge of his duty?—It was partly through the hardship he had to undergo; the doctor stated so.

6631 How came he to get only 17l.; that is all he was entitled to under the 1856 Act?—59l. was his pay.

6632 Chairman.—You seek for compulsory retirement at thirty years' service; you have given evidence about your experience of the unfitness of the men for duty?—Yes; they are more in the way than anything else.

6633 The next paragraph of your Memorial is as follows:—"That whatever authority is now vested in the special resident magistrates over the police force, such authority should be at once withdrawn from them, and should not be given to any other official save your own officers," in whom, you state, you have implicit confidence?—Yes.

6634 You say, "Whatever authority is now

vested in the special resident magistrates." Are you able to say what authority or what regulations there are which give them authority at present?—I am not.

6635 Be kind enough to tell us what the men of your force feel on this subject?—They feel very much being ordered by a special resident magistrate in place of first applying to the county inspector, or asking the county inspector to order an escort, the special resident magistrates walk in themselves, and order an escort to be in readiness; they take the men out, and will not tell them where they are going. The county inspector or sub-inspector would always tell the men.

6636 You say if the county inspector was sending you on an escort, he would tell you where you were going?—He might tell me where I would be going, and the probable time I would be away, so that I could make arrangements for being absent, but I do not know it of my own knowledge. I understand a special resident magistrate will walk into a station and order an escort, and keep the men out for a night or a day, and having no provision made for the day or night, they feel very much on the matter.

6637 You have been sent here as a representative; you have no personal knowledge of this matter?—No.

6638 Have you been told by any of the men who sent you here that those occurrences which you describe took place?—Not by the men who sent me here to represent them, but other men in the force have told me.

6639 And is it on the ground of such occurrences as these the men whom you represent have insisted this pincer?—Yes.

6640 In the discharge of your duty in other places during the agitation, have you found among the men whom you met instances of this?—I have heard instances of this, but it never came under my own observation. If the special resident magistrates would order an escort through the county inspector or sub-inspector, the men would feel pleased and delighted at escorting him, and doing anything else he wanted, but they feel very much at a special resident magistrate setting aside the officers of the force, in whom the force have confidence, and order men about.

6641 You have been meeting men from other counties in the course of your duty outside your own county during the agitation?—Yes.

6642 Have you heard from those men instances of those orders being given directly by special resident magistrates to the men?—Yes; and since I was appointed to come up here I have received letters from men asking me to put this forward.

6643 Have you any of those letters?—I have not any of them with me.

6644 How many such letters have you received?—I do not know exactly the number; I have received four or five; I may have six or seven.

6645 Were they from one or different districts?—They were from more districts than one.

6646 Have the men any delicacy in talking of this; they have.

6647 Why?—Because they believe the special resident magistrates have too much authority over them, and would punish them if it were known; they have full confidence in the other resident magistrates, but the special resident magistrates, they believe, have too much authority over the force.

6648 Can you say whether the men regard this as a substantial grievance, or is it only a passing objection to the practice?—As far as my knowledge is concerned, I could not state that; I believe the men to whom this treatment is given feel it a grievance.

6649 Did it appear to you, from the mode in which those complaints were made, that the men who made the complaints really felt this to be

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a substantial grievance?—Yes; the men who made the complaints to me feel it as a grievance. They will not be satisfied with any changes except that the special magistrates will have no authority over them. Let them apply to the county inspector or sub-inspector, and they will be willing to obey the orders of the special resident magistrates that way, but not to interfere with themselves. It is the heavy and unexpected duties, and the division of authority—the authority invested in the special resident magistrates over the force in general—that cause the men to complain.

6650. I see at the end of your Memorial you state that your force in Carlow has never been wanting in the slightest degree in loyalty and discipline, and you are willing to perform your duty faithfully, as you have hitherto done; I presume there was no disturbance in Carlow?—No; but there did some telegrams go back and forward among the younger men. That was soon put an end to by the more experienced men, and the principal reason some of the men in Carlow took the part they did was to put a stop to those young men.

6651. You mean they took some part in it to prevent those young men going too far?—Yes. I believe myself that, were it not for the part some of the more experienced men took in Carlow, it would have got far worse in Carlow than it did; I am glad it did not.

6652. Is there anything else?—There is a point as to the payment of barrack servants. In an out-station, if three sub-constables are married, and there is one single man, he has to pay the barrack servant, while the married men have only to pay a certain amount; the single man has to pay for the servant if he gets the servant, and if he does not, he has to pay an increased allowance.

6653. What change do you propose to make?—If there were three men in the barrack to pay for the servant I would not make any change at all; but if there were less than three I say the Government ought to pay the difference between what the number in the barrack would pay and what three would pay.

6654. What is the next subject?—The next is the question of funeral expenses. The allowance of £1 is insufficient, and we ask £1, because I believe a policeman should be respectfully buried. To provide a good coffin and a horse to bring him to the graveyard less than £1 would not do.

6655. Is there anything else?—The next is punishment. We want that a senior man should not be responsible for a junior getting drunk unless he was actually a party to it by neglect or participation.

6656. What is the next matter?—Courts of Inquiry. The Carlow men wish that the members of the Court should be sworn.

6657. Is there any other alteration that you wish with respect to Courts of Inquiry?—I do not think the Carlow men wish any; they have confidence in the officers.

6658. Is there any other matter?—The next point is, that when a man is sick no stoppage should be made at the end of thirty days from his pay, except if he proved he was malingering, and in that case he might be treated otherwise.

6659. Mr. Holmes—Is not this deduction made for the purpose of providing medicine and medical attendance which you receive up to that time gratuitously?—No; if I be sick at home with a cold, or get any other sickness that will confine me to my

own house, and I am over the time, the stoppage will be made without giving me any allowance.

6660. Mr. Harrel—The medical attendant gets the same allowance, whether you are sick or well?—Yes; some doctors do not treat us well, and we prefer to get others.

6661. Chesham.—Is what respect have you found that?—In one instance in my own service, where the doctor was an apothecary, and did not know how to treat me, and I had to pay £1 to a doctor myself.

6662. Go to the next subject?—The men ask that the cost of fuel and light be given.

6663. Do you seek to be allowed for the fuel consumed in cooking as well as in the guard-room?—What would be consumed in the kitchen and day-room.

6664. Go to the next topic?—The new frocks.

6665. They are not a success?—They are not; the material is very bad. I have worn a frock since May, the hem is not out for another year, and this month will finish it. We would ask a good frock, or one frock more.

6666. Pass to the next subject?—We ask for a fadge cap with a straight peak, the same as in the army, to be worn on all duties except at assizes, quarter sessions, divine service, and parades, when the helmets should be worn. On beat duty, and having occasion to arrest a prisoner, we lose the helmet, and if we have an enemy in the crowd we never get it.

6667. What is the next point?—That money earned be paid at once. There is a case in Carlow at present of money earned last assizes that has not yet been paid.

6668. Mr. Harrel—So far as the head-quarter's arrangements are concerned, is not it the present rule that the claims are forwarded about the 23rd or 24th of the month?—On the 24th.

6669. And the idea is, that they should be approved of so as to be paid with the following month's pay; could anything be more quick than that?—No; but that is not the case.

6670. Then the exceptional state of matters you speak of has arisen from some pressure of business?—Not exactly the pressure of business; but it arises in this way, that men in plain clothes escorting the Judges, for instance, have not got it.

6671. Is there any special claim to be forwarded for them?—There is; for travelling expenses and special extra pay.

6672. That is not included in the category of ordinary extra pay, but pay included in the detective department?—No.

6673. Does it not come to head-quarters?—It was not on the form, you mean, as to the detective director.

6674. It was from a misconception that delay took place?—Portion of it; when a man goes on duty it is hard for him to have to provide money to bring him through on the public account.

6675. Has not the sub-inspector to make a temporary advance?—Yes; but they do not make it.

6676. But do not the regulations provide for it?—Yes.

6677. Have you asked and been refused?—I have never been refused.

6678. Have you personal experience of its being refused?—I know that other men have been refused, but I have no personal knowledge of it.

6679. There is a regulation providing for this?—Yes.

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6678. *Chairman*.—You are a sub-constable stationed in Carlow?—Yes, at Berria, County Carlow.

6679. You represent the sub-constables of the county?—Yes.

6680. How long have you been stationed in Carlow?—Five years.

6681. How long have you been in the force?—Twelve years and nine months.

6682. Where were you stationed before?—In the County Wexford.

6683. Take the subjects in the order in which you wish to deal with them?—There is portion of the Memorial I do not agree with, but everything I do agree with I have a note of it taken, and I think I am expressing the opinion of the men. When discharged on pension, either from old age or ill-health contracted in the open air at night, in all kinds of weather, we risk, owing to the hard work we perform for the sake of our country and society, that you may be pleased to recommend as pension equal to fifteen-thirtieths of our pay at fifteen years' service, and that one-thirtieth be added to that for every additional year until we have served thirty years, and then we expect to get full pay as pension.

6684. You put the claim for pensions on the ground of hard work and the danger to health incurred?—Yes, the danger to health by contracting colds, that very often stick to us all the days of our lives. I saw a man myself the day before yesterday, lying on the head of his back, with one of his lungs gone, and he attributes it to a cold. He got sick, and got well again, and, finally, one of his lungs went. There is another man deaf, and his condition was hastened partly from excess of duties, as admitted by the medical attendant of the district. He is pensioned off on only 17s. a-year, and he is unable to add a penny to the pension, because no one would like to take a deaf man into their employment. He has a wife and family, and I do not know where he will go to, except to the workhouse.

6685. Before the late agitation in the country, was there this great danger to health and to strength from the discharge of your duties?—No; because you could make do shelter from the storm at night, but now you have a certain place to go to. It may be a very bleak, barren part of the country, and there you must remain in all kinds of weather.

6686. If this distressed state of the country disappears, as it probably will, to some extent, after a while, do you not think the force will go back to the old system of duty?—Yes; but it will leave its mark behind it on the health of the men in the force. It is in years hence it will tell.

6687. This is a point of view hardly put before. Assuming the country gets quiet, the demand you are now making would really not be a demand that could be so well put forward by men entering the force henceforth?—They would not have the experience of this hardship.

6688. Have you at all made yourself acquainted with the rates of pension in other police forces?—I had not the means.

6689. But are you aware that no other police force does get full pay as pension on retiring?—Prior to 1866 the constabulary had a very good pension.

6690. I am now talking of other forces outside yours and certain members of the Dublin metropolitan police?—I am not aware that they have full pay on retiring at thirty years' service.

6691. But you make the claim for the Royal Irish Constabulary?—Yes; we consider that other forces are not so situated as we are, and that we are an exception to other civil servants.

6692. *Mr. Holmes*.—Do you not think that the members of the Dublin metropolitan police force and the London metropolitan police are just as subject as you are to getting cold at night, being out in all weathers?—I am not acquainted with those other forces.

6693. But are you not aware, as a matter of fact, that a policeman in Dublin must be out at all hours of the night, and that he cannot take shelter?—He must; but he is generally moving about archways and places he can get into out of the storm.

6694. Do you, as a reasonable and sensible man, believe the Legislature would pass a special law giving a special scale of pensions to men who have been in the force during those last three years—because that is practically what you ask for—in consequence of the exceptional hardships to which the men have been subjected?—I do.

6695. You think there ought to be special legislation for a certain sort of men in the force?—No, but equality. Put us on an equality with those who joined a few days before us.

6696. Are you aware you are asking to be put in a better position than the men who joined before 1866?—It might be an improvement in a slight degree.

6697. Because of the annual increments?—Yes.

6698. But I say not only the good scale, but the exceptionally favourable scale of the men who joined before 1866. Have you carefully considered that?—I am aware of that.

6699. Do you regard the pension question as of more importance than the question of pay?—It seems to sting men a little more.

6700. *Chairman*.—Are you aware now that you can get out at thirty years' service without a medical examination?—I am not.

6701. Well, that is so; and you have that advantage over the men who got in before 1866. In addition to that, you have the advantage that your pension increases by annual increments?—Yes.

6702. Whereas the pensions of many men of older service increase by five years' increments; so that if a man goes out at the end of four years, he loses an additional four years' service?—Yes.

6703. Taking all these advantages into account, suppose there were added the additional advantage that you could retire at twenty-five years' service, I want to know whether something short of the demand for pension you have made would not be regarded as a considerable boon. I am not saying you should not get an addition to your pensions; I am not pledging myself to that nor to anything, but bearing all this in mind, I ask you whether something less than a pension equal to your pay on retirement would not be a very considerable advantage?—It would be an advantage. It would be a great boon to allow them out at twenty-five years, as they would be in a better position to look for a situation than if they retired at thirty, when they are not fit to take it, except such as a gatekeeper.

6704. *Mr. Holmes*.—Do you not think it would be very difficult for the Legislature to give you a better scale of pensions than the police forces in other parts of the United Kingdom?—The other forces, I believe, vary in their pensions. They are not under a uniform system.

6705. But do you think you could be put into a better position than the police forces elsewhere?—No, I do not.

6706. Do you not admit this, that if an Act of Parliament passed next year, giving a certain scale of pensions for the police force in England and Scot-

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land, the most you could expect, supposing that Act gave a more favourable scale than the present scale, would be that that scale should be extended to the Royal Irish Constabulary?—Yes. We would like to have it extended. But the men seem to be dissatisfied with the present position, and they say that if they were put on the same scale as their comrades who joined before 1866, they would be satisfied.

6706. Chairman.—Pass from the subject of pensions to that of pay. Your men seek an addition of 1s. a-day to their pay?—Yes.

6707. You agree in that prayer?—Yes.
6708. Be kind enough to make what remarks suggest themselves to you on that subject?—That is principally on account of the extra and arduous duties we have to perform, and also the high price of provisions and other necessities.—Indeed, the still higher price of provisions that we as policemen have to pay. We feel we cannot live and keep out of debt on the present pay.

6709. First of all, the arduous duties. Your demand appears to be based on the assumption, that they will continue always?—Well, the Memorial would read in that way, but the price of provisions is likely to remain as it is.

6710. Have you any experience of the price of provisions, say, seven or eight years ago, in the force?—Provisions are rising. I have a little idea of it.

6711. Do you find that it costs you more now by the week than it did in those days?—I do.

6712. Do you attribute that now to the increase in the price of provisions, or to the fact that the men live a little better than they did?—They must live better, in order to be able to do their work, because they have extra work to do; and then the provisions are higher. The item of bacon is double what it was five years ago.

6713. You mean American bacon?—I do. Irish bacon is 1s. per lb.; it was 8d. in 1872.

6714. Is bacon an article of much consumption with you?—Yes, especially with the married portion of the force. I am married. We are not able to buy butcher's meat, because it would be too costly to make a meal for a family.

6715. Are there any other items of provisions to which you wish to refer?—Eggs were 6d. a-dozen in 1872. Now they are 1s. a-dozen. This is taken from a day-book in the ship where we died in Borris, and it is pretty correct.

6716. Have you compared the prices of fresh meat at this time with what it was then?—I had no means, only hearsay.

6717. In your experience in quiet times, were not married men able to save a little money?—No; there is no saving.

6718. In past times?—I know myself what I was able to save, and I had very little.

6719. What had you, is it a fair question to ask?—I have no objection. I had very little saved after seven and a-half years' service.

6720. What might a man save, with ordinary care, by the year, according to your experience?—I had very little saved. I had a few pounds.

6721. Evidence was given before the Committee that intended to have of men having saved at a considerable rate in those days. Pass to the next subject, please?—The next thing we ask is, that you may be pleased to recommend married men at least 8d. or 10d. a-year for lodging allowance.

6722. Have you got accommodation in barracks?—No.

6723. What do you pay in the town of Borris?—My rent at the present time is 4l. a-year. Borris is an exception. There are houses in Borris with 20 perches of ground for working men at 3d. a-week. Mr. Kinnahugh gives those houses to his men, and when a policeman goes to look for one, he saves the rent a little.

6724. Only a little?—Well, it is a natural thing. The house I am living in would be, I am sure, 15d.

in any other provincial town in Ireland. I have heard that remarked.

6725. Do you not think it would meet the grievance pretty well if men got the money after ten years' service?—It is a bad thing to encourage men to marry.

6726. And do you not think if such an allowance were given after ten years' service it would meet the grievance?—A liberal allowance after nine years would.

6727. What is the next topic?—The men's wives are not allowed to supplement the husband's income in any way by acting as dressmakers or teaching; my wife has been asked, and I told her it was wrong.

6728. The men wish for an alteration of the rule in that respect?—Yes.

6729. What is the next subject, please?—They ask that a uniform system of promotion be established throughout the entire force, having regard to seniority and merit.

6730. Mr. Herri.—Do you mean that promotion should still go in counties, that is, that the vacancies arising in a county should be filled by the men in the county?—I think as long as you can get senior men I would give them promotion, and let them go and fill up the vacancies, no matter where they occurred.

6731. Do you mean over the whole of Ireland?—Yes.

6732. The scheme of promotion suggested by you would have general application over the whole of Ireland?—Yes.

6733. Would you have the men examined?—I never heard any fault with the examination at the present.

6734. How would you have them examined, so that the comparative merits of the men of the whole of Ireland would be ascertained?—County inspectors should have the record of a man's career in the force. A man may serve in three or four counties, and be a very useful and efficient policeman, though he may never have had the good luck to get a favourable record. If there was a record kept of a man's zeal and intelligence, independently of favourable records, no matter where he comes from, the county inspector should be able to distinguish the man who does his duty from the popularity-seeking policeman.

6735. You mean with his officer?—No, with the people.

6736. Do you think that would be a recommendation to a man in the eye of his officer at present?—He could make use of his popularity.

6737. Do you mean to gain information?—Yes.

6738. Do you not think that a man would be possessed of a considerable amount of ability if he continued to be popular while he was doing his duty at the same time?—Yes.

6739. Chairman.—What is the next point?—I am instructed to bring under your notice the promotion of the younger men. They have nothing in the world to recommend them only their knowledge of writing a Civil Service hand and arithmetic.

6740. The remark you would apply to that would be to give no promotion until a sub-constable had got a certain number of years' service?—Yes; eight or ten.

6741. That would give the older men a better chance?—Yes; and I would keep a record of a man's service, showing how he did his duty, so that the county inspector would be able to get his hand on the man who did his duty and the man who did not do it; the old men, whom the authorities have no intention of promoting, believe they have been wronged. When young men promoted over them go on duty with them, and something turns up, they ask what is to be done. If the man asked wishes to tell him, well and good, but if not, the young man will probably do what is wrong, because he has not the experience. I would give those old men something in the shape of good service pay.

6740 After how many years?—After sixteen or twenty years' service; this will help to buoy up their spirits, and keep them from becoming careless, and it may be, in some instances, wanting in their duty, believing, whether they have a right or not, that they have been wronged.

6741 What is the next subject?—The next is about the select list; I am instructed to say that the select list is not what it was intended to be. They say that one man off the special list to three off the seniority list should get the vacancies.

6742 Proceed to the next?—The men seek an annual allowance for boots.

6743 What do you put down as a boot allowance?—Between 2*l* and 3*l*.

6744 Mr. Holmes.—I suppose you would be quite satisfied if the Government supplied you with boots, as they do the military?—We would be satisfied if we got boot money.

6745 That is not an answer to my question: I said I suppose you would be quite satisfied if the Government supplied you with boots as they do the rest of your uniform?—We would be satisfied with 2*l* or 3*l* a-year.

6746 Do, please, answer my question. Would you be satisfied if the Government supplied you with boots in the same way as uniform?—If they were made properly.

6747 Observe.—The next point is the allowance for clothes?—The men think they should be allowed 1*l* a-day when on duty in plain clothes; my own idea is that it is too much.

6748 Do they spend many days in your district doing duty in plain clothes?—Not in my district.

6749 What would you put down instead of 1*l* a-day?—If they got between 6*d*. and 8*d* a-day it might do for the wear and tear.

6750 Pass to the next subject, please?—According to the present rules a senior man is responsible for a junior getting drunk; that is very bad. A man may get drunk without the knowledge of his senior. I have myself done patrol with a man who stopped behind me, I thought, for some other purpose than drinking, but it appeared to me afterwards that he had taken drink. He might drink to be drunk without my seeing him drink.

6751 You wish to have an alteration of the rules that would remedy that?—Yes, except the senior omittes at his getting drunk.

6752 What is the next point?—We wish to get a fadge cap with a straight peak. The present fadge cap is rather disagreeable in very hot weather, and in very wet weather the rain is pouring down over the face.

6753 Pass to the next?—That the present allowance of extra pay as night allowance be made permanent. It has been only granted for six months from the 25th April. For a period of twelve consecutive hours, terminating at or after 3 o'clock in the morning, we are entitled to the nightly allowance, but we seek to have an improvement in that, and to get it for eight consecutive hours, terminating at or after 3 in the morning.

6754 Is there anything else?—It would be a great advantage if married men were allowed to keep 20 or 30 perches instead of only 10 perches of ground attached to their house for the purpose of raising vegetables for their family. I have a garden, and half of it is waste. I cannot put a hand to it. There is another man situated in the same way, and he has made a present of his.

6755 What is the next matter?—The young men desired me to ask that you might be pleased to recommend that a constable in charge of a station be permitted to grant well-conducted men eight hours' absence. At present he can give them four.

6756 Pass to the next?—The married men wish that the regulations might be a little slackened as regards sleeping in barracks. At present one man in five can sleep out, and two where the strength of the station is eight.

6757 To what extent do they want that rule relaxed?—That one be permitted to sleep out when the strength is five, and two where it happened to be six.

6758 Then you do not seek any alteration in the rule where there is one in five?—No, because it would be rather unreasonable.

6759 Pass to the next subject?—The constable has no authority to allow a man out of barracks when any of his family gets ill. The men seek that the constable should have authority.

6760 What is the next matter?—I have made a Memorandum of the outlay of a sub-constable of sixteen years' service.

6761 Unmarried or married?—Married—for himself and his wife and six children. I allow a shilling's worth of bread in the day for eight. Here is the account.

[Hand is decanted.]

6762 Taking the case of a married sub-constable of sixteen years' standing with six children, you put down the ordinary expenditure at 2*l* 2*s* a-day?—Yes. That allows one shilling's worth of bread; 1*lb* of bacon, 3*d*. (the worst possible description of American meat); 6*d* for tea and sugar; 3*d*. for milk; one slice of potatoes at 6*d*; barrow servant, 4*d*.

6764 I see you then have fuel and light, 4*d*; butter, 3*d*; school fees and books, 1*d*; clergyman's dues, 1*d*; and that makes clergyman's dues about 3*s* 6*d* a-year?—Yes.

6765 You have vegetables, 1*l*; soap and blacking, 2*s*; tobacco, 1*l*; and that makes tobacco about 2*s* 6*d* a-month?—Yes; it is not half enough.

6766 His net pay is 3*s* 2*d*. Therefore, according to this calculation, a man with a wife and six children, if he gets those things, must be in debt 1*l* a-day?—He must, and those things are not sufficient to sustain him for active service, nor can he keep his wife and children respectable-looking.

6767 I see you charge 3*s*. per 1*lb* for tea?—Yes, and it is below the mark.

6768 You also give here the expense of an unmarried sub-constable in receipt of 5*l* 1*l* 4*s* a-year?—Yes.

6769 You put down his mess at 2*s* 5*d* a-day, which makes 44*l* 2*s*. in the year; barrack servant, 3*l* 0*l* 10*d*. Have they to pay as much as that?—They have to pay more.

6770 Then you put down four shirts at 1*l*?—Yes.

6771 Boots, 3*l*?—We say between 2*l* and 3*l*.

6772 Then socks, drawers, towels, shifts, making clothing, all about 2*l* 5*s*. The item for clothing here represents the amount you have to pay over the regulation allowance?—Yes.

6773 Extra fuel, 1*l* 10*s*?—Yes.

6774 Do you mean by that, extra fuel for the guard-room or extra fuel for cooking?—Men are allowed fuel for the guard-room. They provide fuel for cooking purposes.

6775 Then clergyman's dues, 1*l*; blacking, 2*s* 6*d*; pocket handkerchiefs, 2*s* 6*d*; plain clothes, 3*l* 3*s*; tobacco, 1*l* 10*s* 5*d*, that is 12*l* 8*s* 5*d*?—That is below the mark again.

6776 You make the entire expenditure on that scale of living 38*l*. 12*s*. 9*d*, and the gross pay is 5*l* 1*l* 4*s*?—Yes.

6777 There are many men with 5*l* 1*l* 4*s*. in the ranks, who undoubtedly have managed to live without getting into debt before the time of this present disturbance?—Yes.

6778 How do you reconcile their case with the scale of expense you have there?—They must not have lived as well as that, and yet that living is necessary at the present time to sustain them for active service. I will tell you how they do live.

6779 Are you now proceeding to give me actual items?—Yes. We will take breakfast first—for

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bread, 2d.; tea and sugar, 2d.; two eggs for breakfast, 2d.; milk, ½d., to do him night and morning; butter, 2d., that makes 8½d. Dinner—1 lb. of beef, 10d.; potatoes, 1½d.; vegetables, 1d.; porter or beer, 2d., that makes 1s. 2½d. Then the supper is bread, 2d.; tea and sugar, 2d.; butter, 2d.; no other.

6789. What does all that come to?—2s. 5d. per day, or 3l. 12s. 6d. a-month, or about 44l. 2s. 1d. in the year. That rate of living is not too high.

6790. Go to the next?—I may give my own expenses, and I have my pass-book with me in which every item is entered, or at least as much as I bought at a certain house.

6791. How many children have you got?—I have five in family.

6792. Mr. Harrel.—Three children, yourself and your wife?—I have a little girl residing with the children, and I include her.

6793. *Chairman*.—What you put down for that as the month's expenditure is 3l. 5s. 3d.?—About that.

6794. I will take some of the items here—drapery, 10s. 9d. I suppose that means the clothing calculated by the month for your wife and children?—Yes.

6795. Then you refer to a pass-book, the amount of which is 3l. 1s. 1d. for the month of July last?—Yes.

6796. It contains bread, tea, sugar, bacon, drapery?—Yes, and I would respectfully call attention to bacon. There are only 6½ lbs. of bacon in the account for the month, and there is no butcher's meat. There is not one penny laid out for spirits of any description. There is nothing for plain clothes in it; and there are other necessities really required in a house which are not contained in that pass book.

6797. Then you say the rate of living represented by that is not up to the rate of living which sections 25 and 30 of the barracks regulations demand in order to enable a man to live and keep his wife and family respectably?—Yes.

6798. Mr. Holmes.—You hardly think your having a large family can be used as an argument in favour of raising your pay?—No; but it would be a consideration in lodging allowance.

6799. *Chairman*.—Your net pay is 4l. 14s. 10½d., with an expenditure of 5l. 5s. 3d., so that at that rate of living you would be in debt 10s. 5½d.?—Yes, and without a pound of butcher's meat, and the rate of living there is quite insufficient for a month.

6800. I do not like to ask you any questions about yourself personally, but do you go as far as to say that if a man had not some private assistance he would be able to keep out of debt?—I was just going to mention that if I had no funds of my own my pay would not do me. My life would be miserable if I had to live on it. The items there show you that no man could live on it. How could you go out for a night, and not come in till morning, without extra nourishment?

6801. But surely you get the means?—For ordinary patrolling we get nothing.

6802. I am not throwing the smallest doubt on your statements, but if those statements be true how is it that the men of the force look so well, and that young men of respectability come into the force and stay in it?—I do not know; I cannot give an answer.

6803. Are the men in debt generally?—There are men in debt.

6804. But, as a rule, are the married men of the

force in debt?—Really I could not say. They must live very poorly, or be in debt.

6805. But your case goes to this, that even an unmarried sub-constable, with 57l. a-year, would be in debt at that rate of living, and, of course, much more a man of 52l. a-year, who has equal expenses?—Yes.

6806. How can you reconcile that with the fact that there is a force well supplied with young men, retaining their good looks, health, and strength, and about as active and strong a force as there is in the three kingdoms. I am not throwing doubt on your statement; I only want to know?—I cannot understand it myself. There are the figures. They cannot use the things in that Memorandum. If I did not get a fortune with my wife, or got money by some means or other, I could not live. I would be so much in debt at the end of the month.

6807. Do the unmarried sub-constables, as a rule, get something from their families?—I have known them to get it.

6808. Mr. Holmes.—Is it not much more frequently the case that the unmarried sub-constables send money home to their families?—They do, sometimes.

6809. Would not you call that money saved?—Yes. They seem to think that they should save money. If they joined any other profession in life they would save money.

6810. *Chairman*.—As a matter of fact, do they have a scale of nourishment equal to what you have in these papers?—They do not. They are bound to have it as far as the mass goes.

6811. Mr. Harrel.—You give this as a statement for a single sub-constable?—He says it is what he would require.

6812. He says, for himself only, 3l. 12s. 6d. a-month?—At that rate of living.

6813. Did he inform you what the actual amount brought out against him in the mess of his station was for a month?—No.

6814. Then this is, in fact, an estimate?—It is. The mess accounts at stations are misleading, and would prejudice men, for this reason, that everything got at mess is not put into the mess-book.

6815. I am aware of that, but still it is some index, at least, of the rate of expenditure?—It is.

6816. Mr. Holmes.—Supposing that a man's pay is sufficient to keep him as a single man, but insufficient to support him and a family such as you have, do you think that his pay ought to be increased, because he is a married man and has a family?—It should be a consideration for lodging allowance.

6817. Do you not think that a policeman ought to be looked upon in the same light as everyone else, and that he should meet the cost before he marries, look well ahead, and see whether it is prudent for him to marry on his means?—He should, but it is very seldom he does that.

6818. If he does not, do you not think he should suffer the consequences, like every other imprudent person?—It would be right to let him suffer a little, but we hope that Government will give us lodging allowances. I may mention that pension is the burning question.

6819. *Chairman*.—I am glad to hear you draw a comparison as to the importance of questions?—There are a great many questions, up and down, but pension is the burning question.

[The Committee adjourned.]

FOURTEENTH DAY.—20TH SEPTEMBER, 1882.

Present:

Mr. R. O'SHAUGHNESSY, M.P., Mr. R. W. A. HOLMES, and Mr. D. HARREL, R.M.

Constable ROBERT O'HARA, sworn in.

[Mr. Holmes was absent on official business during the examination of this witness.]

6811. O'HARA.—You are a constable?—I am.
 6812. Of how many years' standing?—Three years and three months.

6813. How long have you been in the force?—Fifteen years and five months.

6814. How long have you been in the County Armagh?—Since November 1875. I have served in three different counties—Monaghan, the town of Belfast, and the town of Armagh.

6815. Take the subjects in which you feel interested in the order of their importance?—The most important one I wish to bring under your notice is pensions. I ask for an accumulation of pensions with those who joined previous to 1866, and to be paid a pension for each year's service between twenty-five and thirty, after which there should be compulsory retirement, unless a man would have to serve a year or two to reap the benefit of his rank; for instance, if a man were promoted to head constable at twenty-eight years' service, he should serve the thirty-one years to reap the benefit of his rank.

6816. Give us the reasons for which you make that demand?—We who joined since 1866 claim equality of pensions as a matter of right and justice. What have the men who joined previous to the 10th August, 1866, done to entitle them to be placed on a better scale of pensions than the men who joined subsequent thereto? We say they have done nothing, but a good deal less, for the greater number of the men under the old Act retired on their full pay before the hardships of 1879-80 were encountered, and to avoid such harassing duties all members who had completed thirty years left, and several before they had the thirty; therefore, the work had to be performed by the young men who joined since 1866 with but few exceptions, and there appears to be no relaxation of those duties for some years to come.

6817. In Armagh have those duties been felt much?—They have. Within six weeks I did three turns of public duty last September. I had to go to the Counties of Kilkenny, Louth, and Fermanagh.

6818. Do I understand you to say that the great body of the men who joined before 1866 have left the force?—Yes; I maintain that the greater number of them have left the service.

6819. Surely of the men that entered between 1860 or 1866, and immediately before 1866, and have not served anything like twenty-five years, you have many in the force?—We have. For instance, I joined five months too late to reap the benefit of the large pensions.

6820. I understand the plea of inequality perfectly; but there are a good many men in the service still who joined before 1866?—There are.

6821. Pass to the subject of pay.—I ask for 1s. a-day to be added to the pay of each rank. We are the worst paid force under Her Majesty, while our duties are more arduous and multifarious than those of any other police force. The Royal Irish Constabulary have 1,784 sections of a Code, about 100 Circulars, and about twelve Acts of Parliament, which to acquire even a partial knowledge of takes up the greater portion of our time when off duty.

[1802]

We must be conversant with duties to be performed under those Acts of Parliament.

6822. Have you been requested by the men to bring forward that?—I have. Provisions have also increased in price during the past ten years, as well as foot-wear. A single man, after paying his man and providing other necessities, finds, at the end of fifteen years' faithful service, that in a pecuniary point of view he is little better off than when he joined, and in the case of a married man he is either in poverty or in debt; whereas a person devoting the same time and attention to any other trade or calling is differently circumstanced. Artisans' wives and families can add to their earnings by following some business, such as keeping a shop, &c., so can the wives and families of other police forces, whereas the wife and family of a member of the Royal Irish Constabulary can follow no trade or calling, neither has he, his wife, or family any society, as from the nature of the duties which he has to perform he is completely "Boycotted" in that respect, so that his only pleasure when in the service is the enjoyment of a few days' leave every two or three years, and the prospect of a pension at the close of his long service sufficient to keep him comfortable in his old days.

6823. You say your only enjoyment is leave of absence. In what way do you connect that with your demand for an increase of pay?—I show that we are badly paid for the duties we perform. We are "Boycotted" from society, and we have no earthly pleasure whilst in the police force save when freed from the trammels of service for a few days.

6824. But that only applies to the days of disturbance. You were not so badly off a few years ago?—Certainly we were not. I find after my fifteen years and five months' faithful service I have nothing saved. Last year I got into bad health. I had to get a month's leave, and after I had provided myself with an outfit I had not a penny saved. It took my savings of that year.

6825. But in past years you have been able to save money?—A very trifling sum. I was not in a position to marry and keep a wife in any kind of a respectable position on the salary I have at present.

6826. Did you save from the beginning a little?—I did not.

6827. Between 1874 and the time the disturbance arose, and the expense consequent on it, do you not think the young men were able to save money?—Yes. I have known men able to save money.

6828. You spoke about men being able to save money in other callings. Suppose a young man enters another calling at 18 or 19 years of age as he does into the police—do you know of any calling in which for the first two or three years of his career a young man is able to save money?—Yah, artisans or mechanics, what they earn is sufficient to feed them till their time is served, and then the artisan can marry and the wife keep a shop.

6829. But for the first two or three years, as a rule, his business is not so large nor are his savings

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very great. It is only afterwards, too, he gets into the swing of business—I have known artisans to get 30l. and 40l. with a wife, and to start a grocer's shop and save money.

6830 Then money is saved by means of that business?—Yes.

6831 Go to the next subject—The extra pay and allowances are considered satisfactory by the majority, provided the extra allowances granted by paragraph B of section 163, Finance Code, for six months be made permanent. The deduction after the six months, which will expire on the 25th October proximo, will be 1s per night and 6d. for each period of eight or twelve consecutive hours.

6832 Proceed, please—I would ask for 3d. per mile marching money for sub-constables, acting constables, and constables, and 4d. for head constables; and that the distance should not be extended to 6 miles, but limited to 3 miles. For instance, in coming here, I had 3 miles to come to the train, and I took a car and paid 2s. 6d. I will not get one penny for it; but if it were 6 miles, I would get a car allowance. I will get my actual train fare.

6833 Mr. Harter—I is not this very exceptional duty, that of being ordered here for the purpose of being examined?—It is.

6834 Suppose you were ordered to the depot on any duty, and that you had to take luggage, would not you be allowed your actual car hire to the railway-station?—I would.

6835 Then it is only in consideration that you are supposed to come here without any luggage at all you are asked to walk the 3 miles to the railway-station?—Yes. I am stationed 5 miles from Portadown, and I have to attend fairs and markets there. The men who are stationed 6 miles off get an allowance and I get nothing.

6836 If you reduce the distance to 3 miles, might not a similar case of hardship be quoted as against a man who lived 2½ miles?—It would.

6837 Sometimes individuals are not the best instances. Do you not remember when the marching-money was only 1s. for every 12 miles?—Yes.

6838 Do you not also remember that when a man earned marching-money, for any number of hours' absence he could not earn extra pay?—I do. I had to march from Aughnacloy to Monaghan, and all I got was 6d.

6839 Therefore, as compared with those times, is not the present allowance a liberal one?—It is; but not sufficient.

6840 Chairman—Go to the next subject?—A senior should not be held responsible for the indiscretion of a junior when on duty, that is to say, escort or similar duty. On arriving at destination separation should be allowed until the time of departure again for station, and if there be any breach of discipline let the offending party alone be held responsible. If I go into Portadown to market I have to bring a sub-constable everywhere. He does not care to go to the places I want to go to, and I maintain there ought to be a separation. Then if a man is fool enough to commit himself, let him alone be held responsible.

6841 What is the next subject?—Unfavourable records. We ask that records placed against a recruit undergoing training at the depot for trivial offences should be obliterated on his transfer to a county; two years' good conduct to cancel an unfavourable record up to ten years' service. A great many young men commit breaches of discipline from inexperience and want of knowledge. Then, I would say after ten years' service, three years' good conduct should cancel an unfavourable record. I have no record against myself. I appear here with a clean sheet, the same as when I joined; but I say that for trifling things it is too hard to have records hanging over a man debasing him from promotion. A man who acts in a barrack-room studying police duties will never get into a

scotch; but a fine duty man may meet misfortune by taking a drop of liquor or stopping out too long.

6842 Pass to the next, please.—I would say that the maximum fine to impose upon head constables, constables, and acting constables should be 2l., and in the case of sub-constables 1l. I would put more on any man bearing stripes, so he is supposed to set a good example to those under him.

6843 What is the next subject?—Courts of Inquiry.

6844 What do your men suggest about them?—They suggest that the Court should consist of three officers; that solicitors employed should have the power of examining and cross-examining witnesses the same as in Courts of Justice; that the finding of the majority of the Court be the final decision; that such finding should be on the weight of evidence irrespective of rank; that the President should announce the decision at the close of the case; that the Court should forward their finding to the Inspector-General, together with their opinion for or against the accused, so that the Inspector-General might be in a position to mete out the punishment fairly. I served under an officer who said he would believe a constable's defence a sub-constable's oath.

6845 You are aware there is no regulation suggesting to the officer to hold that opinion; it is not in consequence of any regulation; it is his own private opinion?—Then I have known cases where, if a superior officer brought a charge against a subordinate, unless he brings up a witness of superior rank to the man bringing the charge he will not succeed.

6846 I suppose you are aware there is nothing in the regulations to justify such conduct as that on the part of the Court?—It has been done, and I know where the finding of a Court was sent back by the Inspector-General for reconsideration. The Court refused to alter it, and the officers compelling the Court were ordered to the Castle on the head of it.

6847 What is the next?—The next is that the number of head constables in receipt of extra rate be increased from twelve to thirty, but I would leave the number for you to decide, and that the number in first and second class be made equal. At present there are 79 in first class and 174 in second. The number in first and second class of sub-inspectors are equal, and the head constables should be the same. The majority of the constables in Armagh say there should be only one class of head constables, and that the number in receipt of extra rate to compensate those who had failed to qualify for the rank of sub-inspector should be increased to thirty or forty. A first-class head constable on extra rate will be in receipt of 10l. a-year, and he has nothing to do more than the man in receipt of 8l.

6848 Do you propose that they should be all a class in receipt of the 10l.?—No; but all of the same class, with 1s. a-day added to their pay.

6849 What is the next subject?—That the number of constables in receipt of extra rate of pay be increased from 60 to 120, and the sum given to each be increased from 4l. to 6l. In 1872 there were 1,942 constables in the force. There are over 3,000 constables at present, and 60 out of that number is considered very small to be in receipt of the extra rate. Many constables are placed in troublesome districts, and have not time to prepare for examination for the rank of head constable, and, when called upon to compete, they either fail in the examination or decline to undergo it, and it would be encouraging to them to get something.

6850 Go on with the next subject.—The next is the select list. No man should be allowed to compete for the rank of head constable until he would have served twelve years. There are a number of constables of five or six years' service who, after

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serving two years in the rank, and in charge of a station, are eligible to compete, and this length of service is considered too short to elevate a man to the rank of head constable. Then we ask that all promotions be made from the ranks to every grade except the authorities at the Castle. Every other police force is officered from the ranks, which, so far as can be learnt, is giving general satisfaction. For my own part, I would prefer serving under a man who rose from the ranks to any other officer. I am now under the eleventh sub-inspector, three of whom rose from the ranks, and I prefer these to any others I served under. We maintain that promotion in this way would develop the talent of the force generally; it would be a stimulus to a more zealous discharge of duty, and an inducement to a superior class of young men to join. I know a number of highly-talented young men who resigned after a couple of years' service, seeing that they have no prospect of advancement. I would say that no sub-inspector should be empowered to recommend a man for promotion at all. I had to speak myself four times for a sub-constable before the sub-inspector would recommend him, and yet another sub-inspector made the man his clerk.

6851. What is the next subject?—The next is roll-call. They ask that roll-call be at 10 o'clock p.m. throughout the year; we consider 9 o'clock too early to be silent up in barracks. For instance, if a man happened to be at a place of worship, he might have to get up in the middle of a sermon, so as to return in time.

6852. Cannot you get permission?—I may not be in a place to get permission. I am 6 miles from my officer. There might be a lecture at Thundersage, and I have no power to give a man leave or take it myself, except in going on duty.

6853. Pass to the next subject.—A constable can grant leave to a sub-constable for four hours. We ask to have that extended to eight, terminating at 11 o'clock at night, and that the man should not be required to report himself at his destination, if he happened to go to a place where there was a barracks. He might have a distance of 5 miles to walk out of his way in order to go to the barracks, and we say he should not have to report himself during the eight hours.

6854. Is there anything else?—We say we should not be required to summon people for road nuisance, as it creates a very bad feeling between the people and the police, and is very often the cause of valuable information being refused them. We should not be asked to bring forward those petty cases of a cow or a pig wandering on the public road. We insist that the county surveyor or his assistants, and the road contractor are the proper persons to discharge the duty. If I pass a road nuisance, and a magistrate is driving after me who reports me for neglect of duty, I am liable to be punished or dismissed.

6855. Mr. Harrel.—You say you would be punished if you were reported; do you mean punished by law at petty sessions or punished by your own authorities?—I would be punished by the magistrates for neglect of duty. The charge of neglect of duty would be tried by the magistrates at petty sessions. Of course, the magistrates who made the report could not take part in the case.

6856. Do you mean in petty sessions or by your own authorities?—I mean in petty sessions.

6857. Do you know that that is not a neglect of duty which comes within the meaning of the Act by which you could be fined; do you know that the

Statute specifies that it is only for neglect of duty to obey the lawful orders of magistrates in the execution of warrants, &c. P.—I do.

6858. Chairman.—Have you known a case where a man was fined?—No; I have known a case where a magistrate said: "I saw you passing a cow, and I have a great mind to report you," and the constable begged himself off, and he was not reported.

6859. Go to the next point, please.—The married men not accommodated in barracks want a lodging allowance. They say there were only three in Arrisagh that mentioned the matter, and those three have not barracks accommodation. A head constable is paying 11 s. a-month for two unfurnished rooms.

6860. What is the average rate of payment for lodgings in the County Armagh?—I know that houses in Thundersage are let at from 6l. to about 10l. a-year, and a policeman could not get a house he would live in in a respectable locality under 8l. A man is not in a position to get married and pay that.

6860*. Am I to understand that a lodging allowance to married men when not accommodated in barracks would induce men to marry?—I believe it would, and cause a very bad effect in the force. A man at seven and a-half years' service can get married, and when he is out on seven duty, and sees his married domestic with a nice little home, a nice furnished room, and a nice fire, he says to himself: "Why don't I take the same indulgence?"

6861. Go to the next subject.—Men non-effective consider it is hard to have stoppages made after three months.

6862. You mean sick men?—Yes; men may be lying in sickness, and, in consequence, get cold, or rheumatic pains, and after being absent days non-effective a stoppage is made from their pay.

6863. What is the next subject?—The next subject I have is Freemasonry. Freemasonry in the service is causing universal dissatisfaction. The Catholic portion of the service are prohibited by the Head of their Church from joining the craft, and they believe that the officers, who are nearly all Freemasons, do everything in their power to get a sub-constable who is a Mason either promoted or transferred to a favorite station. I am not a Mason, nor did I ever know Masonry to have the effect of influencing officers in the way indicated. I heard an officer who is a Mason tell a sub-constable who is also a Mason, and who was reported for a breach of discipline, that he would get him (the sub-constable) was caught, and that he would be sure to recommend him for a transfer to a distant station; and the officer was as good as his word, for the county inspector told the sub-constable on his next inspection that his officer had done so. This fact, together with several others that I could quote, convinces me that Masonry has no effect one way or another with an officer, yet, since the Catholics are prohibited by their Church from becoming Masons, and that the existence of it in the ranks is causing such an amount of dissatisfaction and jealousy, I would say by all means do away with it, and thereby wipe out suspicion and restore contentment on this point, the existence of which is doing no good to those who are members.

6864. Mr. Harrel.—In point of fact, you represent this as the wish of those who sent you here, but personally you do not believe in it?—Yes, I do not believe a single word of it. It is in the way they gave it to me, and I took a note of it. It is a thing I have known myself not to do one bit of harm one way or another.

Sub-Constable JOHN MOSKETT, examined.

[Mr. Holmes was absent on official business during the examination of this witness.]

Sub-Constable
John Mosckett.
—
28 Sept., 1898.

6865. Chairman. — You represent the sub-constables of the County Armagh?—Yes.

6866. How long have you been stationed in Armagh?—The whole of my service, except about three years I was in Down.

6867. How long have you been in the service?—Twenty-one years next month. I joined in October 1861.

6868. What is the most important subject you have to bring under our notice?—The most important is the inadequacy of the pay. The men bide me say they are not at all able to live respectably on the pay they have. They say that in any other situation they would be able to save more money. In fact, they can save none as they are.

6869. Do you think that sub-constables, as a rule, saved before the present disturbances in the country?—Very few of them. Some of them that half-started themselves did, but, as a general rule, they did not. There were exceptions of course. The young men are awaiting the result of this Commission to go to America or Australia.

6870. With the view of becoming policemen there?—Not altogether that, but anything at all. I know of my own knowledge of men who left the force; in fact, men who were dismissed, and went to America, and they did a good deal better. One man volunteered to pay my passage and that of any comrades who might choose to come with me. It is only two years since he left the force, and I would not be able to pay a man's passage in ten years.

6871. Bear in mind that a man in the force has a perfect certainty of his pay for the number of years he remains in it, whereas a man embarking in commercial pursuits has to run certain risks—I am aware of that; but men would rather run the risks. They are certain of having a living in the force, but they never could become rich.

6872. What other arguments, if any, do you wish to add on the subject of pay?—We have been thinking that artisans are paid better than we are. They are not like us, confined to their exact pay. If married their wives keep shops or holdings. We have to pay for everything, and are contented to the exact money we get. Our wives can do nothing and we can do nothing ourselves but live with our wives and families on the exact pay we get from the Government.

6873. Is there anything else?—The next subject is that of pensions. The men impressed me to bring under your notice the fact that the young men suffer a great deal more than the older men, and no matter how long they serve they will not get so good a pension as the men who joined previous to 1866.

6874. When you say they "suffer more than the older men," what do you mean?—Their prospects in the future.

6875. I thought you meant in the service?—No, their prospects in the future. A sub-constable who joined previous to 1866 will be entitled to nearly as much pension as a head-constable who joined subsequent to 1866; and the men who joined since 1866 think they are entitled to as large a pension as the men who joined before. They give as an argument that though they have been better paid for their services than the men who joined previous to 1866, yet the expenditure is more, and is likely to become more.

6876. Why is it likely to become more?—Because the markets are higher. At present we pay 1s. 6d. per lb. for butter and 10d. a stone for bad potatoes.

6877. Do you think provisions are much higher than they were in 1874?—I do not recollect about

1874. Provisions were high in 1872-73. They were very high then, and I think they are something about the same now, with the exception of one item, coal, which is not so dear now as it was then.

6878. Proceed with the subject of pension.—So far as I am concerned myself I have no complaint; I am only speaking on behalf of the men.

6879. Did the men who entered since 1866 make inquiry when they joined as to what pension they would receive?—I cannot speak for the men, but I can for myself. When I joined the police I had no more idea of whether I would have a pension at all, or whether my pay was 5d. or 6d. in the week, nor did I inquire. I would not stay at home, and my father would not give me money to take me to America or Australia. I joined the police, and when I was in I could not get off, because I could not save so much money as would take me to America or Australia.

6880. You joined in 1861. Do you think men who joined in 1874 under the increased pay were not able to save money?—They might if they lived in a sober way.

6881. Are you a married man?—I am.

6882. Mr. Horrel.—At what period of your service did you marry?—In September 1872, when I had eleven years' service. I will be ten years married to-morrow.

6883. Chairman.—Go to the next subject?—There is another grievance the men complain bitterly of, and they asked me to bring it specially under your notice, namely, the promotion of young men over senior men. That not only injures the men themselves, but they believe that it injures the public; because when a junior man is promoted over a senior, the senior thinks he is badly treated. The result is that a sort of apathy sets in, and he does not do his duty in the way he would if he was properly treated. In that way the public lose by his being overlooked.

6884. What length of service would be necessary to entitle a man to promotion?—I could not define the exact period. It would go by the service of the men in the county. I would not give promotion for seniority alone; a man should be eligible in other respects. There are men in the force, more or less ignorant, who should not be promoted at all. On the other hand, there are some of the most intelligent men in the force who are not promoted, and they find themselves commanded by men their inferiors both in service and intelligence.

6885. Could you tell us briefly what principle of promotion you would suggest in substitution for the present one?—First of all, I would give a preference that the promotion should be by seniority. I would also promote a man who distinguished himself by some good duty. I would reward good service, but let seniority be the rule, and let there be a standard of examination. The county and sub-inspectors have the best opportunity of knowing the men generally. A man's literary qualifications alone do not constitute his intelligence. A man may go through a schoolboy's examination, and be everything but an intelligent man notwithstanding; but the county inspector and sub-inspector know each man's intelligence generally, and his zeal as a policeman.

6886. At present it is the county inspector and sub-inspector that have the promotion?—They recommend for promotion.

6887. But is it not their recommendation that carries weight at present?—It does, as a rule; but

there are exceptions to it. As a matter of fact, the Inspector-General does not always promote those who are recommended.

6888. Your evidence would rather go to strengthen the authority of the county inspector in the matter of promotion, subject to the rights of seniority?—Yes. I have heard that the Inspector-General overlooks a man that is strongly recommended by the county inspector and sub-inspector, and promotes a man who is further down on the list, simply because the man recommended has got an unfavourable record. But the county inspector and sub-inspector know the history of the unfavourable record, and if the history of it was known to the Inspector-General as well—it might be a very slight affair indeed, yet it stops a man's promotion. Whilst I am on the subject of promotion—though I do not know if a sub-constable may say it—the man dares that the select list should be abolished. I have known head constables promoted off that list who think it an injustice. This is again going to the schoolboy system. Instead of learning their duty, and doing it practically, the young men employ themselves tracing maps and working decimals, preparing for examination; and those are the men who are made head constables at short service, while men who continue to teach their duty are not head constables. As regards the select list, it would be better, perhaps, to make the standard of service eighteen years. I would always have the service the principal thing in promotion; either that, or abolish it altogether, and raise the present standard of examination for head constables.

6889. The literary examination?—Yes.

6890. But would not that have the effect of increasing the evil you complain of?—No. I would not have it so high as it is for the select list, but higher than the ordinary list.

6891. Go on, please.—The system of unfavourable records is mixed up with promotion.

6892. We see clearly, as you have pointed out, that it is mixed up with promotion. Tell us what charges you would have made with regard to unfavourable records?—First, I would suggest that if a man commits a breach of discipline, or does anything wrong, let him be punished, but, no matter how severely, let his punishment be there and then defined, so that he knows what it is. As the punishment stands at present, a man goes to his grave without knowing what the extent of it is, because it affects his pension and the gratuity from the constabulary force fund, to which his wife and family are entitled.

6893. What rules would you introduce with regard to unfavourable records?—I would punish a man who committed a breach of discipline. If the Inspector-General, having all the facts before him, thought that, along with a fine, a man should not be promoted for a year or two years, let him say so. If he thinks the fine is sufficient punishment, let it end there; and if a man was entitled to promotion next day let him be promoted. On the other hand, if he thinks, along with being fined 11s. or 3s. or 5s., that he should be debarred from getting promotion, a year, or three years, or five, let him say so, that the man may know how he stands. Then there is a great feeling against stopping anything from the pensions.

6894. Mr. Harrel.—You put the question of unfavourable records from a different point of view to that presented to me before, and I do not know but that is a matter of some importance, too. Any fine by the Inspector-General counts as an unfavourable record?—Yes.

6895. Your suggestion is that it should be within the discretion and power of the Inspector-General to impose a fine without its counting as an unfavourable record?—Yes.

6896. And in the event of his thinking that the fine imposed was not a sufficient punishment, that

he might add to it that the man should be debarred from promotion for, say, one or two years subsequent to the imposition of the fine?—Precisely.

6897. You said five years. That would be a long time?—I referred to an extreme case. A man deserving such punishment would be scarcely fit for the force at all.

6898. You think it should be left to the discretion of the officer at head-quarters?—Yes, taking into consideration the recommendation of the county and sub-inspectors. I would leave a great deal to them. Then as regards the stoppage from the pension, there is a feeling that our authorities at head-quarters grudge as what the laws of the land entitle us to, namely, the pensions fixed at the expiration of our service. They feel the authorities grudge as what the law allows by using everything as an excuse to diminish the pension.

6899. Chairman.—The result is you would say unfavourable records ought not to be allowed to have any weight with regard to pensions?—Yes. I am not positively aware, but I believe it is in no other service where a man's conduct affects his pension. I would say, too, with regard to the effect unfavourable records have on promotion, it is a matter which seriously affects the public by tending to prevent the men doing their duty. A man feels that no matter what good duty he does the unfavourable record stays him in the face and he gets nothing for it, and some of the men with unfavourable records are the best men in the service. It is as bad for the favourable records as it is for the unfavourable records. The favourable records I have never known to do a man any good. Sometimes for favourable records they get a few pounds; it is very difficult to get a favourable record. I have made a short calculation of the effects of unfavourable records.

6900. State it?—Suppose a man gets four unfavourable records, these, without counting what he is actually fined, would keep a sub-constable eight years without getting promotion; and I think, as a rule, I am rather under than over the mark. Without mentioning the intermediate rank of acting constable, that will be 131s. a year for eight years, or 1041 he loses by the records, independently of what he has been fined. Then if he lived twenty years after leaving the service there would be 41s. a year stopped from him, that would be 820s. For those couple of records that the public would think he had paid for by being fined a few pounds, he would thus have lost, besides the fine, 1541s.; and I think that calculation is under the mark.

6901. Mr. Harrel.—That is in actual money?—Yes.

6902. Chairman.—Go to the next subject.—The lives of the married men are miserable. I am a married man, but I am a great deal better off than other married men for private reasons.

6903. You are on the subject of giving married men an allowance for accommodation outside barracks?—Yes.

6904. Tell us what you think would be a fair allowance to give men for that purpose.—The conclusion the men come to was that in towns having a population of over 5,000, 15s. would be as low as they could get a respectable lodging for, and in towns with less population and villages, 10s.

6905. Suppose they got this allowance at the end of seven years, do you not think it would have the effect of inducing men to get married?—I do not think it would, because a man who intends to get married will not be prevented. I got married in 1872, when my pay was smaller than it is now, and everything was very dear. Men will marry without looking before them, unfortunately.

6906. Suppose this allowance were given at the end of ten or twelve years, would you say that would be fair, and at the same time avoid giving any excessive inducement to marry?—That is reasonable. A man

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who marries at the end of seven years might well do without the allowance for two or three years, because his family is small.

6907. Go to the next subject, please.—I have been asked to say that the present allowance of 4s. 6d. a-week when men are on public duty, absent from home, would be sufficient if it were made permanent.

6908. What is the next matter?—The men feel it is actually cruel to both parents and children to deprive children, on attaining 14½ years of age, of barracks accommodation, as at that age the daughters most want the care of their mothers, and the sons of their fathers.

6909. Up to what age would you allow them to remain in the barracks?—Until they would be able to earn their own livelihood and go out, not defining the age.

6910. Go on, please, to the next matter.—There is another thing I would respectfully bring under your notice. The police in rural districts, and in all places, endeavour to appear as respectable as they can, and they act respectably, and yet there are authorities who try to make the people believe we are the reverse.

6911. Explain that.—When we get sick, for instance, we are sent to the poorhouse.

6912. You object to that?—I object to it as a grievance; it pulls us down in the estimation of the people. If it were not that it pulls us down in the estimation of our neighbours, as a matter of fact, I would rather go there than to St. Vincent's Hospital, because I believe the treatment is better.

6913. I suppose you are aware there are places where the workhouse hospital is the only hospital available?—I know places where there are other hospitals equally available, places where there is a county infirmary, and we prefer going to that institution.

6914. Mr. Harrel.—Is not the workhouse hospital only resorted to in the case of men who happen to be affected with contagious diseases, such as fever and smallpox?—No. Other men go. I have known them to be there suffering with various troubles.

6915. Was there another hospital or infirmary in the neighbourhood?—The county Armagh was about 19 miles away.

6916. Did you ever know of more instances than one?—There were two men at the same time in hospital. I do not recollect what the other man was suffering from, but it was not a contagious disease.

6917. Chairman.—Go to the next point.—As regards discipline, we feel it a great grievance that a senior should be made responsible for the misconduct of a junior.

6918. You would ask that you should not be made responsible, except in one where by your own neglect or participation you were the cause of it?—Precisely. I would not ask to be exempted from all responsibility.

6919. But that it should be shown you were really culpable by neglect or participation?—Precisely.

6920. Go to the next point.—The men would like that the two offences, drunkenness and insubordination, should be defined—what constitutes drunkenness, and what insubordination. We are told in the Code in one place, that a man must be reported for being drunk before he can be dealt with; and in another place, that a man under the influence of drink, no matter how slightly, should be reported for being drunk. In fact, it constitutes drunkenness in our force to notice by a man's appearance in any way at all that he had been drinking, though the man would be so sober that a stranger would not detect the slightest sign. The man seeing him afraid would notice something different from his usual way, and he would be reported for being drunk.

6921. Now, on the subject of insubordination?—Everything is against the inferior. There is nothing for him, and he may have become insubordinate through his being spoken to by a person in authority in a way that would naturally draw a retort.

6922. What remedy would you propose for that?—Let the man who gets another into insubordination be punished equally, if not more severely, than the man driven into insubordination.

6923. Mr. Harrel.—When you ask that a definition should be given, and you put this case, it is not necessary to remind you really of what the strict regulation is at present. Drunkenness is defined by the Code of Instructions as being under the influence of liquor, however slightly.—Precisely.

6924. And insubordination is, of course, an act of disobedience or an exhibition of contempt for the order of a superior.—It is.

6925. The regulation further suggests that whilst a man is under the influence of drink he shall not be unnecessarily interfered with nor questioned by his superior, as nothing but insubordination, in the opinion of the framers of this regulation, is likely to occur.—Yes.

6926. Would not interference by the superior with him be a breach of the regulation which would entail punishment?—It would; and it is a good regulation.

6927. Then, in point of fact, a fair and reasonable compliance with this regulation which is at present in existence would not leave much to be desired?—Yes; but that is dealing with insubordination and drunkenness together. I am talking of insubordination independently of drunkenness, when drink is not in question.

6928. You mean that, apart from drunkenness, there is no definition of what insubordination is?—Precisely.

6929. There is a general meaning attached to the word, and I take it that general meaning applies to its use in the constabulary. I suppose insubordination means disobedience to, disregard for, or disrespect towards the orders of a superior?—Yes.

6930. Chairman.—Pass to the next matter.—I would say a word on behalf of a class in which I am directly interested—I mean sub-inspectors' clerks. I am a sub-inspector's clerk. Previous to the appointment of sub-inspectors' clerks throughout Ireland, the sub-inspectors' clerks then allowed got promotion and were exempt from duty, except the duty of the office. We got no promotion.

6931. Mr. Harrel.—You refer now to the clerks in Belfast, Cork, Limerick, and Waterford?—Yes. They got promotion, provided they had a certain service; and even if they did not, they got temporary rank after serving in the office for two years.

6932. But their actual promotion was not in any way influenced by being clerks?—They got the pay; that was so much money for their extra work. We have to do the work; and it will be admitted we had a great deal to do lately, with counties proclaimed and extra work.

6933. Do you do ordinary duty in addition to your work in the office?—I do.

6934. And patrols at night?—I do.

6935. Do you take your duty on the roster with the men?—I do; you vary the same, with the exception of day duty. I take my turn on the roster for night and morning patrols, and I believe the other clerks do the same.

6936. In the county?—In Ireland. The Inspector-General's Circular says when we are not actually employed in the sub-inspector's office we have to do our ordinary duties.

6937. How many hours a-day are you employed?—On an average, six hours. I may be days two hours and three hours, and on other days 10 11 and 12 o'clock at night. I have worked till 12 o'clock at night, and afterwards gone out from the desk on patrol. We got nothing at all for that, and we are

doing the duties the head constables did heretofore. I may say we have done so well that the sub-inspectors would, as a rule, prefer having us to going back to the old system of having the head-constables do the duty. I have not heard of a single

clerk throughout Ireland being complained of. We are interested with the confidential business of the office, and should get some recognition for it.

6968. *Chairman*.—Is there anything else?—No.

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Constable GEORGE HARTY, continued.

[Mr. Holmes was absent on official business during the examination of this witness.]

6969. *Chairman*.—You are a constable representing the non-commissioned officers of Antrim?—Yes.

6970. In what part of Antrim are you stationed?—Aghaghill, Ballymaney.

6971. How long have you been in Antrim?—Thirteen years.

6972. How long have you been in the force?—Twenty-two years and ten months.

6973. What is the first matter to which you wish to draw attention?—An increase of the present pay.

6974. What increase do the men of Antrim ask?—A shilling a-day to all ranks.

6975. State the grounds on which you make that demand.—The increase in the cost of provisions, boots, and so forth.

6976. You got an increase of pay in 1874?—Yes.

6977. Is it your experience in the County Antrim that the price of provisions has increased?—It is.

6978. What items can you refer to that have increased?—Beef has increased in price. So have potatoes, and flour, and meal. The ordinary American bacon is now 9d and 10d. per lb, being much dearer than it was then. Irish bacon is about the same price as the American, 10d. per lb.

6979. Do you wish to say anything more about pay?—No.

6980. You are a married man, I suppose?—I am.

6981. There was evidence given before the last Commission which showed, that in some cases before the disturbed times, the men were able to save money. Is that the experience now?—Do you want my own experience?

6982. Yes.—I can tell you this, that I have not a single shilling that ever I received in the force, and I believe I expended over and above my pay, though I am a teetotaler. I spent 70l. or 80l. I received from my father.

6983. Mr. Haughey.—How long are you married?—Better than thirteen years.

6984. You were married a considerable time before the increase of pay in 1874?—I was. I went to Belfast after my marriage, and I had to pay very high for lodgings. I could not support myself on the pay I received then. I got 10l. last month, and it is gone.

6985. What family have you?—Six children. To show you that my wife is not extravagant, she is wearing the same jacket to church for the last four years.

6986. Have you had barrack accommodation all the time?—Except when I was in Belfast. I have had barrack accommodation for the last eleven years.

6987. *Chairman*.—Take the case of an unmarried man. Suppose you were an unmarried man instead of being married, do you think you would have saved money by this time?—I would say yes, a little.

6988. Has the late disturbance in the country affected the savings or the cost of living of the men in your county to any extent?—I think not, except in some cases it might to a little; for instance, in

the country stations there are vacancies, and two men cannot live as cheap as five or six, and they have to pay extra to seek.

6989. Mr. Haughey.—Of course that did not apply to yourself?—Not as a married man, but if single it would.

6990. *Chairman*.—Pass from the subject of pay to the next subject, pensions, I suppose?—The men are most anxious to assimilate the pensions, that is to have the same pension for the men who joined since 1896, as those who joined before that year.

6991. From your experience did the men, joining since 1896, make inquiry as to what pension they should have?—I think not.

6992. Tell us the ground on which they seek this increase of pension?—They like to be on the same equality with their comrades. There is great jealousy and dissatisfaction existing among the younger members of the force on this subject. I heard the younger members of the force say it would be far better to resign and go to the colonies than spend their lifetimes in the force, and have only a miserable pension in the end.

6993. Taking the case of the young men, which do you think that so far as they go, pay or pension is the most important thing with them?—I would say pension. Of course they would be very anxious for an increase of pay; but their feelings are very strong on the pension point. With regard to the old pension scale, the senior constables are dissatisfied with it, too.

6994. That is an account of the want of an annual increment?—Yes; for instance, at twenty years' service I would be entitled to 48l. and if I served twenty-nine years and ten months, all I would be entitled to is 6l. more. What we go in for is to have half our pay at fifteen years' service, and have an equal increment every year after, and full pay at thirty years' service, when there should be compulsory retirement, unless a man was promoted to be a head constable or constable, and had a couple of years to serve to entitle him to the pension of the rank.

6995. Are you aware that in other services they do not retire on anything like full pay?—The Dublin police get a better pension and better pay.

6996. Mr. Haughey.—They get exactly the same proportion of pension to their pay that you do—that is, the men who joined subsequent to 1896 are on exactly the same scale of pay?—But a sergeant for instance, in the Dublin metropolitan police has 34s 6d a-week, while my pay is only 28s.

6997. But the Chairman asked you as to the scale of pensions. Are you aware that when you ask in addition to the full pay certain other advantages, that you have got already in the full pay what no other police force in the world have got—that is full pay after thirty years' service—with the exception of the Dublin metropolitan police, some of whom are under the same favourable conditions—that the English and Scotch police forces have not anything like the same advantages?—I know a pensioner at present, from the London police, who got out as sergeant at twenty-five years' service, and his pension is 75l.

6998. Yes, but what proportion does that bear to the pay he enjoyed?—I could not say.

6999. Do you not think it would be very

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difficult to place the Irish police in a position exceptional to that of all other police forces and Civil servants?—No doubt it would.

6970. *Chairman*.—Go to the next subject.—The next is a lodging allowance for married men not accommodated in barracks.

6971. What amount do you suggest for that purpose?—I would say 8d. in a country town.

6972. Do you think the giving of this allowance would have the effect of inducing men to marry?—I think not; not to any extent.

6973. *Mr. Harrel*.—Upon what grounds do the married men claim this allowance?—Through not being accommodated in barracks, or having the same advantages as the single men. They think they should get some assistance to pay for their lodgings when they are allowed to marry of all.

6974. Do you know that in no other police force is there such an allowance given, and in no other police force do the married men obtain accommodation in barracks?—I am not aware.

6975. And that, as regards the precedent of military and militia, it is only a percentage of them that are allowed to marry?—I know that.

6976. Are you aware that the percentage of the constables accommodated in barracks is about three times as high as the percentage of the military who are allowed to marry, there being only about 8 per cent. of the military allowed to marry, while 25 per cent. of the constabulary are accommodated in barracks?—I am not.

6977. Do you think that the giving of an allowance to married men for lodging money would encourage imprudent marriages in the force?—I do not think it would.

6978. Do you think it would be to some extent an inducement to men to marry?—I do not think it would.

6979. *Chairman*.—Suppose that this allowance were given at the end of ten years, so that, if a man chooses to marry at the end of seven, he would have to wait two or three years until he would get such an allowance, would that be a satisfactory arrangement?—Some men are for marriage at ten years, and others would rather have it the way it is; I think it is time enough to marry at ten years' service.

6978. What I mean is this: suppose you left the rule as it is at present, enabling men to get married at seven years, but simply made the rule that allowance for barracks accommodation would not begin until a man had been ten years in the service, so that, if he chooses to marry, he would have to wait two or three years for the allowance, do you not think that would go a long way to meet the grievance?—I think it would.

6979. Pass to the next subject.—The next is the subject of unfavourable records. The men look upon unfavourable records as a grievance.

6980. We have had pointed out the effect of unfavourable records on promotion and on pension; what changes in the present system would you recommend?—If a man unfortunately had an unfavourable record, after good steady conduct for two years, it should be wiped out again.

6981. So as not to affect his promotion?—Nor his pension. I have known men get careless in the discharge of their duty owing to unfavourable records.

6982. In consequence of the hopelessness of unfavourable records?—Yes; the men were downhearted.

6983. Go to the next subject.—We would ask an allowance of 12 a-month for fuel and light for the barracks. It comes hard in small stations where there are only two single men and a constable, and they have to pay over and above the allowance, which is 11s. in summer and 16s. in winter. The constable, if a married man, has to pay two shares of everything if he cooks at the men's kitchen.

6984. When you make that demand, do you contemplate that this allowance should supply what was necessary for cooking as well as the guard-room?—I do.

6985. *Mr. Harrel*.—The entire expenditure?—Yes.

6986. Do you say 12 a-month summer and winter?—I think it would take that to do.

6987. *Chairman*.—Go to the next subject.—We ask a sufficient allowance for making up uniform. The present allowance is inadequate.

6988. What additional sum would you ask for the same?—The present allowance is 5s 6d., and we would ask 7s 6d.

6989. And for the trousers?—3s., being 1s. additional.

6991. What is the next subject?—The next is promotion to head constable. We would limit the effect of the select but in this way, not to allow any man to compete until he had sixteen years' service. It is causing dissatisfaction among the senior constables, who devote all their time to the discharge of their duties and do not make themselves up for the examination, and so the younger constables are promoted over their heads.

6992. *Mr. Harrel*.—Is there any feeling in your county with regard to promotion beyond the rank of head constable?—I did not hear it considered very much. I heard two or three constables, smart men, who would like such promotion in the force.

6993. That all the promotion should be in the force?—Yes; that all the promotion should be from the ranks. As far as I am individually concerned, I would just as soon have it the way it stands.

6994. You would?—I would. At least, I would prefer serving under an officer who joined as a cadet, than a man who rose from the ranks.

6995. Why?—I never could look up to him with the same respect as I would to a man who had joined as a gentleman. That is the truth. I would always feel having to salute a man whom I knew was no better than myself in a social way, no matter what his rank was in the force.

6996. The social position of the officers of the force at the present moment is very good?—Yes, it is.

6997. And no doubt the fact of many of them having joined as cadets, and being gentlemen by birth and education, has contributed to that social position?—I would say so.

6998. If a century rule were instituted, by which all promotions were from the ranks, no doubt the social position of the entire of the officers would be more or less affected?—No doubt it would, in my opinion.

6999. And although a man might attain to the pay if he rose from the ranks, he would not attain to the same social position, and it would not be the same distinction to be made an officer that it now is?—No doubt about that.

Sub-Constable EDWARD HAUGHEY, examined.

[Mr. Holmes resumed.]

7000. *Chairman*.—You are a sub-constable stationed in the county Antrim?—Yes, at Ballymoney.

7001. How long have you been stationed in the county?—Three and a-half years.

7002. How long have you been in the force?—Twelve and a-half years.

7003. Then you are one of the men who came in since 1860?—Yes.

7004. What is the first subject on which you wish to speak?—We request that each member of the force should get an increase of 1s. per day to his present pay.

7005. Be kind enough to give the reasons.—I have taken the mess of one of the out-stations, Broughshane, and I will show you the average messing of the station for one man, and the items which he must necessarily provide in addition.

7006. You produce the mess book?—I do. The average mess from May of one year to the month of April in the next amounts to 24 19s. 3½d. per month. Annually, that would be 351 11s. 6d. Then there is a list of additional items that will amount to 8d. 16s. I will read them over for you: Malt, soft soap for cleaning the barmek, black lead, &c., 1s. a-month for each man. There are only two men in the station. Shirts, two at least at 7s. each, 14s.; drawers, four pairs, 18s.; mess necessities, 18s.

7007. *Mr. Harrel*.—These things last a considerable time?—They get bad more by changing cooks, and they wear out and get broken.

7008. Do you think it costs each man 18s. a-year for mess necessities?—I do.

7009. *Mr. Holmes*.—Do you mean to provide kitchen utensils, dishes, and knives, and forks?—Yes, and kettles, pots, and pans. Some of them are never used.

7010. In a station of five men you put the annual expense at about 44 10s. a-year?—About that. The making up of clothing costs us 6s. annually, in addition to the pay allowance we receive.

7011. *Chairman*.—You put down 6s. as the extra cost. That covers the tunics and two pairs of trousers?—Two tunics. Every second year we get two tunics.

7012. But you put down 6s. a-year?—We have to pay 6s. a-year, in addition to what we are allowed. Cap and gloves, 4s. 6d. We only get one cap for the two years, and it is not sufficient. We always have to provide a cap, which costs 3s. Watch repairs are necessary, because time is all important in every matter, and I put down the average at 2s. 6d. a-year. When all those things are deducted from a man's pay it will be left very small. Stockings, six pairs at 2s. a pair, 12s., or 1s. a-month to each man. That 18s. amounts to 8d. 16s., which, added to 351 11s. 6d. for annual messing, brings the expenditure to 441 7s. 6d., and that deducted from 524 leaves a balance of 72 12s.

7013. That is in the case of the junior sub-constable?—Yes, letting him live in the most economical way he can.

7014. *Mr. Holmes*.—According to that estimate it will appear that a sub-constable at 524 a-year could live within his pay?—Yes.

7015. And have about 72 10s. over?—Yes. Of course, if you go on public duty, you are obliged to provide stimulants for yourself. I have allowed for tobacco and stimulants 6s. a-month.

7016. *Mr. Harrel*.—You said 21 12s. 3½d. is the average for messing?—Yes.

7017. You took that from this book?—Yes, for

the twelve months, commencing May 1881 and ending April 1882.

7018. There are very few men in mess at that station?—Very few men.

7019. Consequently, the charge is rather exceptionally high for what is supplied?—It is. The cooking is high.

7020. It is higher than it would be if there were more men at the station?—Yes.

7021. This is rather an extreme case; but if there were more men at the station it would come less on the individuals?—It would.

7022. You have calculated the messing of a man named Burns?—Yes.

7023. And the average monthly expenditure is 24 19s. 3½d.?—Yes.

7024. Did that include articles other than those in the mess book which you produce?—Yes.

7025. The mess book average per month would be about 12 15s.?—I believe it would.

7026. And the other articles which make up the balance, and give a total of 24 19s. 3½d., are eggs: four dozen, at 9d. per dozen, 3s.; fuel, 3s. a man. That is extra paid for the station?—Yes, the allowance not being sufficient.

7027. Then you have flour and oatmeal for supper, 2s.; newspapers, 1s.; stipend to clergy, 2s. 6d. a-month; butter, 4lbs. 4s. 8d.; tobacco and beer, 5s. That amounts to 11 3s. 2½d., and that, added to the average messing, amounts to 24 19s. 3½d., and that 24 19s. 3½d. a-month, combined with other things that are necessary, and which you have given a list of already, would still leave the lowest grade of sub-constable a balance of 6d. or 7d. a-year?—Yes.

7028. *Chairman*.—That surplus would be considerably increased in the case of sub-constables whose service is longer, and whose pay is higher?—Yes.

7029. Then I understand, in the case of unmarried sub-constables, the ground on which you ask an increase of pay is that they may be able to save?—Yes; that they may have an interest in the service.

7030. But do you not rest it on the ground of their present inability in Antrim to support themselves?—No; they can save a little, no doubt. I do not mean to say they can save this exactly, because we know in the daily course of life they will spend treble.

7031. *Mr. Holmes*.—But at any rate you say a sub-constable at the lowest rate of pay can live within his income in the County Antrim?—I believe so.

7032. *Chairman*.—Go on, please, now.—That is the principal ground on which I found a claim for an increase of pay.

7033. *Mr. Holmes*.—Have you saved money yourself?—I am a married man.

7034. Before you married were you able to save?—Very little; 4d. or 5d. was as much as ever I was able to save. I was stationed in Belfast and we could not save money there.

7035. *Chairman*.—Pass to the next subject.—The next is pensions. We seek to be placed on an equality with the men who joined previous to 1866.

7036. Be kind enough to state the grounds.—We think it a great hardship that our comrades who joined perhaps a few days previously in 1866 should receive a considerable increase in their pension, perhaps 18d. or 20d. a-year of a difference as compared with ours, while we are as well deserving of it. We do as much duty as they do; we do it as faithfully, and we are entitled to it in every sense of the word as well as they are.

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7037. You rent it on the ground of inequality?—
Yes.

7038. When you entered the service, did you not make inquiry as to the pension you would be entitled to?—No.

7039. May I ask why?—It never struck me. I was a young lad from the country. I do not believe that young men give it any consideration at all when they join the police; it is only when they have four or five years' service they see the necessity of it.

7040. Mr. Holmes.—If upon joining you had been aware of the scale of pensions, would you think it a grievance that the men who joined before you would be under a better or more favourable scale of pensions than you?—I would.

7041. Why?—Of course I would have the same duty to perform, and I would be a policeman with the same rank.

7042. Yes, but would you not have joined with the full knowledge of the change that had been made?—I would have joined but for the time being to save a few pounds to take me out of the country to Australia or America.

7043. If you knew the scale had been changed when you joined, you would have only joined with the view of remaining for a few years?—Yes; I would take 40s. at present and leave, sooner than wait two years for the trifle I would get at fifteen years' service. I have no interest in the pension at present.

7044. But if you remained in the force till the full period of thirty years, and had attained a high position, your pension would be more considerable?—It would.

7045. Is not it worth your while to wait on?—If I were in the expectation of getting promotion or advancement it might be, but, as a sub-constable, I do not look upon the pension as sufficient compensation for my time at all.

7046. Chairman.—You do not look to your prospect of promotion and pension with sufficient certainty to induce you to remain?—I do not.

7047. Is that the point of view from which the sub-constables generally look at it?—I believe it is with regard to the young men of the County Antrim who joined since 1866. They told me they had no interest in the pension scheme, and cared nothing about it.

7048. Mr. Holmes.—Are you aware that the most any Civil servant can get is two-thirds?—The London scale is far superior to ours. A man of fifteen years' service is entitled to 5s. 6d. a-week, and for every year after that he has 1s. a-week added to his pension.

7049. Are you aware that the scale of pensions in London is precisely the same as the scale here from fifteen years' service up to twenty years' service?—It is on the same gradation.

7050. Are you aware that the difference then is that from twenty years' service to twenty-five, the London scale goes up by yearly increments of two-fifths instead of one-fifth; so that at twenty-five years' service a man in London is in the same position as a man here at thirty years' service?—I am aware of that.

7051. Then the London man has only the advantage of you for a period of five years?—Under the scale of pay, the pension of a London man would increase annually 2s. 12s. at 1s. a week, while our annual increase in pension will be only 1s. 11s. per year.

7052. Mr. Harrel.—That does not arise from the scale, but the difference in pay?—Yes.

7053. Chairman.—Pass to the next subject.—We seek an allowance for married men not accommodated in barracks.

7054. How much do you seek?—10l. in towns. I have my receipts here for 12l., but I am under the impression that we will not get all we ask, and I think 10l. would be reasonable for a house in large towns, and 6l. in out-stations. In country

places men can get houses far cheaper to suit them than in large towns. A policeman would not live in the class of house he would get in Ballymorney at that rent. We are not able to meet our demands. I was obliged to break up my house last July, and auction of my things, and separate from my wife and family, being unable to meet the 8s. or 10s. rent, or pay my bills as I would be inclined to do, and I would not have to hold my head down with shame.

7055. How long were you in the service when you married?—Seven and a-half years. I have two children.

7056. Are you of fairly economical habits?—Very much so. I have not tasted any kind of liquor since last November.

7057. Mr. Holmes.—Are you able to give yourself a meal of meat every day in the week?—I am not.

7058. As a matter of fact, you do not?—No. If I did I would leave bills unpaid.

7059. You are not able to eat meat every day?—No.

7060. But the unmarried men are?—Yes.

7061. Mr. Harrel.—You are obliged to be in mess now?—Yes. I got into mess to relieve myself of the heavy bills.

7062. Mr. Holmes.—If your pay was increased, would you then ask for lodging allowance?—I would.

7063. But if the pay is quite sufficient to maintain a single man as he ought to be maintained, is there any reason why the pay should be increased, as it practically would be, by giving him lodging allowance when married, simply because he chooses to marry; if he chooses to act foolishly and imprudently, must not he pay the consequences like every one else?—It makes men discontented and unhappy.

7064. But is not it his own fault?—It is.

7065. Assume a man comfortable before marriage, and the reverse afterwards?—We never look into that. Since I got married I have never been able to provide my wife with any article. She had to be supplied with clothing and everything else.

7066. Is not it the case in every class of society that a man must be obliged to take the consequences of his own acts; and why should the police be made an exception to the general rule?—I do not know.

7067. Is not the moral to be drawn from what you have told us, that men ought to be more cautious before they marry; look ahead more, see, if they have not saved, that the woman they have selected has something to keep the pot boiling?—In most cases she has what keeps them on their feet for a few years, and they have ultimately to turn upon that little bit of money and expend it. I have been obliged to do that. I got 60s. when I was married, and it is all gone, and mere sleep with it, that we got from my wife's friends. We lived very economically.

7068. Mr. Harrel.—You have been speaking of your present circumstances. You have been in a good many different counties?—Yes.

7069. And the transfers from place to place of course cost you a good deal of money?—They did.

7070. You were placed at a considerable pecuniary loss by the transfers?—Yes.

7071. How many counties were you in since you were married?—I married in Armagh, and I was transferred to Galway, and afterwards to Antrim.

7072. Of course that took away money, more or less, establishing yourselves in lodgings or in a house?—It did.

7073. In a great many cases there is no necessity for transfers to be made at all?—When men get married they should not be hurried to the furthest part of the island.

7075. You are aware some compensation is now made for those transfers by the actual expense being granted within reasonable limits?—I am.

7076. *Chairman.*—Pass to the next subject.—The next is unfavourable records.

7077. What rule would you substitute for the present?—That they should be obliterated after two years' good conduct, so as not to affect promotion or pension.

7078. Proceed to the next subject.—Promotion by seniority of sub-constables.

7079. What rule do you propose to recommend for that?—That some literary test be laid down by the Inspector-General, that the men be examined by this test, and specimens of their qualifications submitted afterwards to the Inspector-General, and that they be placed on the county inspector's list, according to their qualifications. I know from experience that if an officer or county inspector were inclined to disqualify a man, they could read some difficult book for him, say the history of the Egyptian war. I have known this be read for a man who was not naturally smart, but who was of long service and good conduct, and he was disqualified. That shows that if officers wish to disqualify a man they can do so, taking advantage of having the system in their own hands. A test should be laid down by the Inspector-General, so that every man would get fair play.

7080. Your views would go to strengthen the influence of the Inspector-General in these matters?—Yes.

7081. Go on to the next matter.—That no senior man be punished for the acts of a junior when on duty, except he be a party to the offence, or that it is through his neglect. I have known a case in Belfast where it resulted very unfortunately for one man. He was a hotelkeeper, and the man placed on duty under him got drunk, having had the "stuff" in his pocket.

7082. Pass to the next matter.—The men look on it as not unreasonable to ask that three-fourths of the sub-inspectors be men promoted from the ranks, because in the London and Dublin police the officers are exclusively taken from the ranks.

7083. Go to the next subject.—That a constable in an isolated station or district where it is inconvenient to obtain a day's leave from the officer, have it in his power to give a man a day's leave. In a great many cases a man may want a day's leave on the morrow, and his officer may be 50 miles from him, so that he has no opportunity to ask it, and the

result is that he has to do without it. Let the constable have power to grant it, and report to the officer when he has done so.

7084. *Mr. Harrel.*—He has power at present to give four hours' leave in the week?—Yes, not after roll-call.

7085. You suggest that it be placed in the same limits, the constable to have power to grant a day's leave not exceeding once a-week, and not exceeding a certain proportion of his party?—Yes.

7086. *Chairman.*—Pass to the next subject, please.—The next is that married men should not be changed to distant counties on their marriage, because it entails a great deal of expense on the public, and a lot of unnecessary expense on the individual himself. If not inconsistent with duty, he could be transferred to the other end of the county. In many cases it is not necessary to transfer a man at all, because his wife's connections cannot interfere with the discharge of his duty.

7087. Is there anything else?—There is an objection to the quarter of a-mile limit when a man is off duty.

7088. What would you propose?—I would say the sub-district.

7089. *Mr. Harrel.*—You think that there should be no limit to a man's going anywhere in his own sub-district?—I do, and it would have a good effect.

7090. Are not some districts so large as to admit of a very long absence?—If a man has permission to be absent two or three hours he may go where he likes, but if a constable wishes to take advantage of a man he can do so.

7091. *Chairman.*—Pass to the next matter.—We would ask an allowance for boots and plain clothes.—I know myself that plain clothes are worn twice and three times a-week in my own station on an average, and the men have to provide those things.

7092. Is there anything else?—That retirement at twenty-five years' service be optional with a man, and that it be compulsory at thirty years' service, except where a man gets promotion; and he should be allowed to put in the service that would entitle him to the pension of his rank. I think that is all; but I might be permitted to remark that the men of Andrim have every confidence in the gentlemen forming the present Committee, and that their claims will be fully considered. We all hope that our grievances will be fully redressed.

Constable JOHN JONES, examined

7093. *Chairman.*—You represent the non-commissioned officers stationed in the County Kerry?—Yes.

7094. How long have you been stationed in Kerry?—I have been one year and six months in the town of Tralee.

7095. How long have you been in the force?—Fifteen years on the 8th November next; I joined on the 8th November, 1867.

7096. Take the subjects in the order you consider most important; what is the first matter you wish to refer to?—Pay. In my opinion the pay is not adequate for the married portion of the force; I am five years married; I have a wife and two children; I have her the monthly expenditure, for which I can produce receipts. The dinner alone costs about 2s. a-day for myself and my wife and two children and a servant girl that I must necessarily have. Bread for my family costs 8d. a-day—between 6d. and 8d.; I pay 12s. a-month for milk, that is for a quart and 3 pints each day; I pay 7s. a-month for coal. Had I been stationed in the

country, where I should pay for the carriage, it would increase the cost considerably. The girl costs me 12s. a-month, and she is included in the support of the house; I pay her at the rate of 11. 5s. a-quarter, and she has lodgings besides. Then I have lamp oil and candles, 1s. a-week; we use 2 lbs. of butter per week, at 1s. 2d. per lb., and sometimes 1s. 4d., amounting to 12s. a-month. I had on item down for sundries, such as soap, pepper, and such things, or if there was any debt broken, 10s. a-month; I use 3½ lbs. of tea in the month, at 3s. 4d. per lb., and a stone of sugar, sometimes a little more, 15s.; potatoes I have down at 5s. a-month; that monthly expenditure comes to 87 6s.

7097. What is your pay per month?—My pay is 62. 1s. 4d., but the net pay is barely 61.

7098. That is, you make out that your pay is 21. 6s. short of paying for those things?—Yes.

7099. A great many are in the same situation as you are?—A great many.

7100. How do you and those men manage to pull

Sub-Constable
E. HUGHES.

28 Sept., 1882.

Constable
John Joyce.

20 Sept., 1882.

Constable
John Joyce,

22 Sept., 1892.

on if this state of things exists generally?—I can explain that as far as I am individually concerned; because I have private means. I have some houses property in Cashel and Tipperary. But the other constables situated as I am must do themselves an injustice, or else fully expend what I have detailed here. I have a good deal of knowledge of the constables of Kerry, and I see officially, every other day, reports for debt against the married men. If I were a single constable I am sure 6*l.* a-month would be far enough. I would have 1*l.* in my pocket, and be able to do.

7101. That is as a constable?—Yes, I am sure I would.

7102. That is upon 7*l.* a-year?—Yes.

7103. Mr. Holmes.—You say that the present rates of pay are not adequate for the married portion of the force?—I do.

7104. But you consider they are adequate for the unmarried portion?—Quite so.

7105. Do you think the rates of pay ought to be fixed by the State with a view of enabling men to marry?—I do, because it is a regulation of the force to allow them to get married, and they have a right to be supported, and not allowed to be paupers, or to do themselves injustice. If they are not allowed something beyond the present scale they will be miserable. I am an exception myself, but I know others who are miserable.

7106. You appear to have been an exception to the general rule, you looked about you, and you married a lady with means, and so you are able to live comfortably?—That is so.

7107. Suppose you had not acted so prudent a part, and had, without looking ahead, married a girl without any money, do you then think you ought to be freed from the result of your own actions?—The privilege of getting married should be withdrawn, or a man should be supported.

7108. Do married men in the force usually keep servants?—When they have a family they must keep them. If they do not, the expense will be nearly the same, they will have to give out the washing, for women cannot attend to the children and wash and do the work of the house.

7109. Mr. Harrel.—You say when a man is permitted to marry the State becomes responsible if he is unable to support himself in a condition of respectability for the future?—I maintain that if he is not supported he becomes a useless member of the force. He is not using food sufficient to sustain him, and he is no good.

7110. That may be the result; but what I want to ask you is this: Does any private employer of labour, whether skilled or unskilled, whether manual or mental labour, take that view of the question into consideration?—I will not offer an opinion upon that; I am not conversant with it.

7111. Would any merchant in the city take into consideration whether one of his clerks or assistants was married or unmarried in paying him weekly or annual salary?—I am quite sure some do.

7112. Chairman.—I forget whether in the list you included lodging-money?—No; I am accommodated in barrack.

7113. Did you calculate on using meat once a-day?—On an average, if I do not use meat I will take something as expensive. I have in that 2*lb.* of meat.

7114. What do you pay per *lb.* for meat?—10*d.*

7115. All round?—11*d.* for steak; I got the boiling meat for 8*d.* and 9*d.*

7116. According to the case you make here, you have to add to the 8*l.* 6*s.* 5*d.* a-year for boots, socks, and drawers?—Yes. You can see I had no clothes for myself, my wife or family, out of that.

7117. And for clothes for your wife and family you put down 12*l.*?—Yes.

7118. You have an item "plain clothes, 5*l.*" Do you not think that rather much?—I think it is,

speaking for myself; but the majority of the men are in favour of my representing it as 5*l.*

7119. You also put down lodging allowance for married constables at 13*l.* Do you not think 15*l.* rather a large sum to put down for rent in the county Kerry?—I was stationed in Carnock-on-Sun for twelve months, and I paid 18*l.* for a house containing four rooms and a kitchen, and I had not a sod of garden.

7120. What is the next subject?—We consider the adjusting of weights and measures a good ground of claim, say 5*l.* Of course it is the Grand Jury would pay for that off the county.

7121. Mr. Harrel.—When a man incurs expenditure by being absent a certain number of hours in carrying out the adjustment of weights and measures, the Grand Jury give him his extra pay?—Yes.

7122. This 5*l.* would be in the shape of remuneration for the extra trouble?—Yes. Of course there is a certain responsibility in having the custody of the weights and measures.

7123. But the constable who discharges the duty is not really anything out of pocket?—He has a good deal of trouble, which he is not paid for.

7124. Is it his time?—It is.

7125. Chairman.—Pass to the next matter.—There is a great deal of discontent about the scale of pensions. The men who joined since 1866 are all for getting an equalisation of pension. Of course I am individually concerned in that myself, because I joined in November 1867. I have worked side by side with men who joined a couple of months previous to the passing of the Act of 1866, and if I retire at fifteen years' service I get 21*l.* or 22*l.* a-year, while the others, if they retire at the same service, will get 36*l.* I certainly feel that is a great wrong.

7126. Mr. Holmes.—I presume when you joined the force you, being a remarkably intelligent man, were aware of the alteration which had been made in the law?—When I joined the police I had little idea what they were at all. I joined the police, seeing them walking about, and that they had fine idle times of it, while I was working hard at home. I was a year in the force before I dreamt of pension.

7127. Then you were not aware of?—Indeed I was not, so more than a child. I look upon pension now as the most important part of the whole programme.

7128. Chairman.—Do you consider that affects the minds and the prospects of men of your standing and the standing junior to you more than any other question?—I do, it does affect their minds more than anything else.

7129. Mr. Holmes.—Would you be satisfied if the scale of pensions was made the same as the London scale, which gives two-thirds after twenty-eight years' service?—So far as being satisfied, speaking for myself, I am satisfied with anything that is granted; I am not dissatisfied at all; I kept aloof from the agitation. But I am sent up to represent the views of others, and I do not think they would be satisfied unless the pay was made equal. If the pay was made equal, that would increase the pension, but otherwise, the constables of Kerry would not be satisfied.

7130. You are aware that the rates of pay of the county police forces in England are not all as high as the rates of pay of the London police force?—I must confess I never studied the rates of pay there at all. I did not even know the rates of pay in the Dublin police until I saw the printed form the other day looking for candidates.

7131. Assuming that the rates of pay of the various forces in England are not as high as the rates of pay of the London metropolitan police force, do you think that the pay of the constabulary should be raised to the London level, or would you be satisfied if it was raised to what obtains generally throughout the rural districts in England?—I

think that the average scale in England ought to be sufficient. I think, however, that our duties are more severe and onerous, but, as far as I can learn, I think that would nearly satisfy them.

7132. *Chairman*.—Are your duties more onerous in ordinary times; you spoke of the idle times you saw the police enjoying in the good old days?—I am speaking on a matter I am individually concerned in. I am clerk to the county inspector of Kerry; I had been assistant clerk in Limerick previously to coming to Kerry, and for the last four years in the county inspector's office I worked from 8 o'clock in the morning till 12 at night, Sunday as well as every other day. If I did not I would only have to let the work go into arrears, and myself and others would get into trouble.

7133. *Mr. Hobson*.—When you joined the force were the duties of an ordinary policeman of an arduous character, or had you "fine idle times of it," to use your own phrase?—Much more so than at present. When I joined I was in Sligo town, and we never had to perform more than four or five hours' duty, and we were often not detailed for any duty at all.

7134. Then they were really "fine idle times"?—They were much more so than at present, because from my knowledge of the men now they are overworked.

7135. But you look forward to a restoration of peace and order?—I do; and I hope we are near it, too.

7136. And with the restoration of peace and order you would have a return to the fine old idle times?—It would take a considerable time to make the country as it was. I have to deal with the correspondence connected with crime, and it is something fearful. There has been, however, a considerable lull within the past month. But a lull occurred on two or three occasions, and I entertained hope that matters were getting quiet, but in two or three days' time the country was in a blaze again. There are not so many threatening letters at present.

7137. *Mr. Harrel*.—It is not safe to infer anything from the present condition of affairs?—It is not; there were a couple of similar lulls to my knowledge within the last two or three years.

7138. *Chairman*.—Go to the next subject.—There is a certain time for a county inspector's clerk to serve before he becomes entitled to promotion on the seniority list; I have to put in six years in Kerry from the date of my appointment, and I will never be able to do that.

7139. Is that on account of the work?—I cannot work. I am sure if I was presented to you when I entered the office I would appear far different to what I do now; I was nearly 14 stone, where now I am not 12 stone.

7140. *Mr. Harrel*.—Have you an assistant?—I have; but I will have to put in six years before the time arrives that I can profit by it.

7141. *Chairman*.—How do you propose to remedy that?—To reduce the period to four years instead of six.

7142. *Mr. Harrel*.—It is now sixteen years' service and six years as a clerk?—Quite so.

7143. You would propose sixteen years' service and four as a clerk?—I would say that either would do.

7144. *Mr. Hobson*.—Explain that, "either would do"—A man might have sixteen years' service, and four years of that time as a principal clerk; and if that change is not made I will have to give it up.

7145. *Chairman*.—Is it your experience that men holding your position have the same difficulty?—In the disturbed counties—Cork, Limerick, Tipperary, and Galway—I see by the returns the labour should be nearly the same. There are 700 men in Kerry at present; the old Parliamentary strength was 275, and out of that there always existed about thirty vacancies, so that the work

has immensely increased. The discipline and returns connected with those men make the work something fearful; it is nearly impossible to get through with it, keeping up the books, and everything else. I know the feeling of a good many clerks in those disturbed counties, my own included, and we would ask the temporary rank of head constable on being appointed chief clerk in the county inspector's office.

7146. *Mr. Harrel*.—That is, the temporary rank and uniform of second head constable?—Quite so.

7147. Does the assistant clerk get anything at present?—Nothing; for the position of clerk at all, principal or assistant, there is no remuneration.

7148. That would be 111. of an increase of your pay if your request were conceded?—About 111.

7149. Then you would have 71. 10s. as assistant storekeeper?—Yes, and that is an item entirely inadequate at present.

7150. Beyond your trouble, what does it cost you in the year?—I did not look into that.

7151. Would it cost you 21. 10s. a-year?—It might.

7152. *Chairman*.—Is there anything else?—My own opinion about the clerks and what affected myself personally in Limerick and Tralee is the great labour that they have had deprived them of competing on the select list. I am eligible for that nearly two years; I am going on five years as constable, and at three years as a constable I am eligible for the select list; but I was unable to go up, because I had not time to study. There were certain subjects I should make myself up in, and I should neglect other matters if I did.

7153. What remedy do you propose for that?—As I said before, to cut the service as clerk to four years instead of six.

7154. You think that would meet it?—It would.

7155. Pass to the next subject.—Assistant clerks, who are generally sub-constables, have to undergo a very rigid examination before attaining the position, and they must be men of more than ordinary intelligence, but in some counties they are three or four years before they get promoted, and whilst they are sub-constables they are not eligible for the post of county inspector's clerk, and very often they lose an appointment on account of their position.

7156. What do you propose?—That, having gone through this rigid ordeal of examination, when they put in three months in the office they should be appointed acting constables.

7157. *Mr. Harrel*.—Do you mean absolute rank or temporary?—They do not consider the temporary rank first, because if they leave the office they leave the stripes behind them, and that would be a record against them. I am opposed to temporary rank altogether.

7158. Suppose a young man volunteered as a clerk at a very early period of service?—He must have five years.

7159. But supposing he had at that early period of service got in, would not it lead to some dissatisfaction on the part of other men to find that he, after three months, would be made an acting constable, and at the end of six years' service he would go out of office at his rank?—I do not think it would.

7160. You would find him an acting constable after six years' service, whereas a man in the ordinary course of promotion could not be acting constable for many years afterwards?—That is a fact; but any man able to compete for those clerkships goes forward, and the best qualified take the place. I do not think it would cause dissatisfaction, because when it comes to a man's turn for office he goes to another county, and perhaps a distant county, too.

7161. *Chairman*.—Pass to the next matter.—In connection with discipline, every man should be held accountable for his own acts.

7162. That request is founded on the practice which at present exists in theory of holding a man

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liable for the acts of his junior, whether he was actually responsible or not?—Yes.

7162. Go to the next subject.—Another matter of discipline is, that charges not made three days after the alleged offence shall not be entertained. If they are ever made after three days, unless a man is prevented by some unavoidable or unforeseen circumstance, they are not made for the good of the service, but through some vindictive or evil motive.

7163. What is the next matter?—The constables desired me to speak about unfavourable records, that after a certain period of good service they should be wiped out.

7164. So as not to affect promotion or interfere with pension?—Yes.

7165. What period do you suggest?—Either two or three years. I have got through my fifteen years' service without a mark, but I think that about three years would be fair.

7166. Is there any other matter you wish to refer to?—I think I have nearly exhausted them all. The present allowances of extra pay and marching money are very good, but there is a temporary allowance for six months, and they request that that should be made permanent.

Sub-Constable JAMES CLARKE, examined.

Sub-Constable
James Clancy.
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7172. Chairman.—You represent the sub-constables of the County Kerry?—Yes.

7173. Where are you stationed?—In Kenmare. It is my second time being there. I was in it two years, and I was a short time in Tralee.

7174. How long are you in the force?—Thirteen years and eight months.

7175. What is the first matter you wish to bring under our notice?—In the first instance I take pensions, as being the most important.

7176. Do the sub-constables regard the matter of pensions as the most important thing affecting them?—They do, in general.

7177. Tell us what they seek?—They seek to be put on the same scale as the men who joined before the 1896 Act.

7178. State the grounds on which they make that claim?—That the duty has increased very much and is very trying; while they consider the men who are entitled to the large pension did not do as much to deserve it as the men working in the force at present.

7179. When you were joining did you make any inquiry as to the pensions?—I did not, and 99 per cent. of the men who join the police never think of pensions when joining.

7180. That is to say, they make no inquiry?—They do not.

7181. Go on, please.—The duty has increased so much, and it is very harassing and trying at present, and the men consider that the men from five to ten years' service are better entitled to the pension than the men who joined before 1896, on account of the hazardous nature of the duty. I am very well acquainted with the Kerry force at present. I know the feelings of the men; and I say this much, that if the men are not put on the same scale, I believe a good many whom I consider the working men of the county will resign.

7182. When you say "the working men," do you mean by their age the best fitted to do the work now, and in the future?—I do. I mean the men from five to twelve years' service.

7183. You seek to be retired on full pay when you leave the service?—Yes.

7184. You are aware that, with the exception of a certain portion of your own force and the Dublin

7167. If there be any other matter the men asked you to mention, please to state it?—The present allowance for making up uniform clothing is not sufficient.

7168. How much in addition for each article do the men in Kerry say is wanted?—I got a suit of uniform to come to this examination, and I paid 8s. 6d. for the tunic and 3s. for the trousers.

7169. That is 3s. more than the allowance for the tunic, and for the trousers, 1s.?—Yes. There is a second trousers. That would be, altogether, 5s. They also say the men should get a fadge cap every year, instead of every two years, as at present.

7170. Is there anything else?—There is another very important matter. The constables and head constables wish that a larger number of appointments to the rank of sub-inspector should be made from the ranks of head constable than at present.

7171. What proportion do they suggest?—They say two-thirds. There have been a good many from the ranks of late. I do not much mind; but the majority of the constables and head constables are in favour of the number being increased. There is nothing else.

metropolitan police, there is no force in the three kingdoms that does get that pension?—I am not.

7185. Mr. Harrel.—The Dublin metropolitan police stand in the same position as you do—the men who joined prior to 1896 get full pay, but the men who joined subsequently get the same proportion as you do?—Yes.

7186. With regard to the rest of the kingdom, England and Scotland, are you aware that the police forces there, although the rates of pension are varying, yet in no case do they get a sum exceeding thirty-three fifths of the longest period of service?—I was partly aware of it; but considering the present pay, and everything else, I do not think there is any body of police in the kingdom at present circumstanced as we are. I am speaking as far as the disturbed parts of Ireland are concerned.

7187. That is attributable to the very exceptional state of the times in certain parts of Ireland?—Chiefly.

7188. Of course it is not anticipated that this state of things can go on?—I would be very sorry to think it would; I hope it will not.

7189. Would not the prosperity of the country be so affected by a continuance of that state of things in any part of it as to make it impossible of continuance?—Indeed it would. There is no question about it.

7190. Then you are not without hope that we may return, even in Kerry, to a more favourable condition of affairs?—I am not. I hope we will before long.

7191. Chairman.—Pass to the next subject.—I am requested next to ask for a rise of pay of 1s. a-day, and that comes next to pension, which I consider paramount.

7192. On what do the constables of Kerry ground the claim to 1s. a-day?—Just to allow themselves something decent to live on after paying for mess, and the expenditure a man will be under.

7193. You mean something decent to be able to lay by?—I do.

7194. On that subject, tell us what your experience at present is about being able to save money?—I have a list here if you will look at the items, which I took out of the station I am in at present. I allow the men 2d. 6s. 3d., being a calculation on the last six months as the average per month, each man for

the simple mess. I include butter and eggs, 8s. 1d. for each man in addition. I put in for boots, 4s. 6d. a-month; shirts, 1s. 4d., or 16s. a-year; flannel and cotton drawers, 1s. 3d. a-month; trousers, 2s. a-month, being 2s. for a pair in the year; plain clothes, 6s. 3d.; stockings, 9s.; towels, 3s.; pocket-handkerchiefs, 6d.; newspapers, 6d. That makes a total of 31s. 10d. Then there is extra fuel, 6s. 6d. a-month, which was actually paid, making a total of 31s. 16s. 3d. I allow the average pay to be 54s. 12s. a-year, being the scale at four years' service. That would leave a balance of 14s. 10s. a-month, and I did not include tobacco, or even a pint of porter.

7195. In round numbers he would have 6d. a-day to cover his expenses beyond the reasonable expenditure on clothing and living?—Yes. In other stations the mess was not quite so high. From my own experience of the service for the last two years, I would be inclined to put down the mess at 2s. a-month; so that would leave 1s. a-month to a man.

7196. You think that would be the average?—I do.

7197. That would raise the average in the pocket of a man with 54s. a-year to 1s. a-month to say by?—Yes.

7198. Do you wish to add anything to that branch of the argument?—No.

7199. Unmarried sub-constables have been able to save money in the quiet times?—Yes.

7200. Does that go on at present?—I know, as far as the county Kerry is concerned, there is not a man in it could save 6d., except he had it before.

7201. In what way has the disturbance in Kerry prevented men from saving?—I am in the sub-inspector's office myself, and I have a fair knowledge of how the districts were worked during the last couple of years. I saw men often going three times on public duty in one week. They were getting 2s. 6d. a-night then, and they were often charged 5s. I know men, particularly married men, to go under a compulsion to a publican in the town and borrow 1l., or they could not go on duty. Men were five and six months in the county Kerry before they got their expenses.

7202. Mr. Harrel.—The 2s. 6d. a-night has lately been increased?—I am aware of that, and I think it is very reasonable. The men are well satisfied with 4s. 6d. a-night, and at the same time it does not put any money in their pocket. I was asked to represent the hardships of the present rule by which men must be absent for twelve hours, six of which are between 9 p.m. and 3 a.m.

7203. Do you think it would be satisfactory if the men were entitled to a night's allowance for any twelve hours, three of which were between 12 midnight and 3 a.m.?—I think it would work capital, and the men would not expect anything more reasonable.

7204. Chairman.—Go to the next matter, please.—On behalf of the married men, I would ask that you should give them something for lodging allowance.

7205. What amount do you put down in Kerry as fair?—I was asked to say 10s.; and I think, myself, from what I know of the county and what men are paying, that it is not too much. You would not get a respectable lodging for less.

7206. Do you think that giving that allowance would have the effect of inducing men to marry?—I do not think it would.

7207. Are you married?—I am not. On the other hand, I think if men were married it would improve the force, for they would be settled and have an interest in it. It would be an acquisition to the force the more men that were married, as long as they could live any way respectably.

7208. Mr. Harrel.—Still you would not remove the present restriction of seven years?—I would not. In fact, we discussed the marriage question, and the men came to the conclusion that the present rule of seven years' service was very fair,

but that when a man would be married then give him something. I must certainly say I was often myself ashamed to see the way married men were trying to live. A married man with three or four children, considering the present disturbed state of the country, could not give himself a good dinner.

7209. Chairman.—You say "considering the disturbed state of the country." Are the men paying more now than they used for their food?—They are in some places, but more are not. I know beef at all events has increased in price.

7210. Are the men made to pay more than other people?—As a general rule, they are.

7211. Why?—I could not well explain it.

7212. Was it always so that the men were made pay more than other people, or only lately?—I found it nearly always the case, that wherever we were the highest penny was put on us; I could not honestly say it was within the last year or two.

7213. Mr. Harrel.—Do you think that arose from an absence of good feeling towards the men, or might it be attributed to the fact that the people thought they were well off and able to pay?—I would say to both causes.

7214. Chairman.—Go to the next matter, please.

—The next is that the men should be compelled to retire at thirty years' service, and have the option of retiring at twenty-five.

7215. Suppose the men were allowed to retire at twenty-five years' service at thirty-fifths of their pay instead of twenty-five-fifths, and that in one form or another the pay was increased so as to increase the real value of the thirty-fifths, do you not think that a movement in that direction, if wide enough, would go a long way to settle the question of pension?—It is a subject there could be a great deal said upon it. In fact, I might say it is a burning question, as far as we are concerned.

7216. Mr. Harrel.—Heard burning, that arises from seeing another man entitled to a better pension who, in your opinion, was not doing more hard work, or better entitled to the pension?—If I was talking for a week I could not put it better than you have stated it.

7217. Chairman.—What is the next matter?—The system of promotion. The men desire that the sub-constables should be promoted by seniority if able to pass a certain literary test laid down by the Inspector-General, and that no sub-constable under five years' service be allowed to compete; and that each man's answers be submitted to the Inspector-General for classification, and placed on the county inspector's list accordingly; and that about ten marks be given for each year's service. There are a great many men discontented with the way promotion is carried on. I speak for a large number of men, myself included.

7218. Do I gather from that that you want to throw more power into the hands of the central department in Dublin than they have at present?—I do.

7219. Mr. Harrel.—You would like a uniform system?—Yes.

7220. But your suggestion is on the lines of filling vacancies in counties by the men of the counties?—Yes.

7221. There should be promotion as far as possible by seniority, but having regard to fitness?—Undoubtedly; a man must be intelligent and qualified, or you should not promote him.

7222. How would you examine the men?—In the first place, I would leave the recommendation to the sub-inspector of the district, as having most knowledge of the men; and then a Board of officers sent to examine. Or let as many men be selected from the County Kerry, and sent to Dublin, and be examined here, taking the examination out of the hands of the county inspector altogether. The men of the force have confidence in the Inspector-General and the central department. Let the men, according to merit, be placed on the list, and be promoted as

Sub-Constable
James Clancy.
29 Sept., 1882.

Sub-Constable
James Cleary.
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wounded occur. I know counties where men have been promoted at six years' service, while respectable men, long on the list, were not promoted, and some of them were far more intelligent men than those who were. The old hands were years on the promotion list, and felt it a great grievance to see young hands promoted over them.

7223. The idea of the man is that there should be some fixed principle, and that this system of promotion should not be at the discretion of any individual?—That is it; the public service will lose on account of the system.

7224. *Chadwick*.—Is there any other matter?—The system of unfavourable records is a grievance.

7225. You find the present system of unfavourable records tells unfairly as regards promotion and pension?—It does.

7226. What alteration do you suggest in the present system?—If a man is in fault let him pay a fine, and let the matter end there and then.

7227. In point of fact, you would abolish the system of unfavourable records as regards promotion and pension altogether?—I would; I was asked to put it before you in this way, that two years' good conduct after the date of this Committee should wipe out all unfavourable records.

7228. And that that should be the rule in future?—Yes, there are many men in the service who feel unfavourable records like a mill-stone

round their neck if they were punished once or twice. The records always face them, and they are looked upon with suspicion. I often saw men who would clean themselves and walk out about the roads and come in again, and would never be punished, while I have known good efficient policemen, rough and ready, who may unfortunately fall, and one of these would be worth half-a-dozen of the men who keep inside the barracks. When a man is fined, and goes from one county to another, the record is against him there; it is the first thing that meets his eye, and he is marked.

7229. What is the next matter?—The present allowance for fuel and light is inadequate; it should be increased to 11 in winter and 15s in summer.

7230. Do you contemplate the fuel for cooking as well as for the guard-room?—Yes.

7231. Go to the next matter, please.—That the night allowance of 4s 6d be made permanent. That is principally what I was asked to state. I may state, on behalf of the Kerry force, that the men are very thankful to the Government for the grant they got lately. They deserved it, they got it, and they are thankful accordingly. There was a lot appeared in the papers about the Kerry force grumbling, the men repudiate anything like it. They are very thankful to the Government. I could not say anything more, and I could not do less.

[The Committee adjourned.]

FIFTEENTH DAY.—21ST SEPTEMBER, 1882.

Present:

Mr. B. O'SHAUGHNESSY, M.P., and Mr. D. HARREL, B.M.

Constable MICHAEL GIBLIN, examined

Constable
M. Giblin.
21 Sept., 1882.

7232. *Chadwick*.—You represent the constables of the County Roscommon?—Yes.

7233. How long have you been stationed in the county?—I have been twelve years in the county. I went to the county as a recruit; I was next transferred to Wexford, where I spent about eighteen months, after which I got back to Roscommon.

7234. What is the first subject that you wish to mention?—Pay.

7235. The men of Roscommon seek a rise in pay at the rate of 1s a-day?—Yes.

7236. Give us the reasons on which this demand is grounded?—The necessities of life have increased in price since I joined the force over fourteen years ago; I could then buy beef at 7d per lb., I now pay 9d; eggs I could purchase at 6d per dozen, I now pay 1s; butter I could buy at 9d per lb some time ago, it is now 1s 4d, and cannot be had at less than 1s 6d in winter and spring.

7237. Is it within the last ten years the increase in price has arisen?—It is since I joined the force.

7238. When was that?—I am fourteen years and a month in the force.

7239. How there been any great increase in prices since 1874, when you got an increase of pay?—I took the difference since 1868.

7240. Did you get an increase in 1874 which was supposed to meet any increase in prices that occurred

between 1868 and that time?—The men say that they perform duties as policemen in this county which the police in England do not perform, and that that ought to bear out their claim for 1s a-day.

7241. I want to know whether you are able to point to any articles that have risen in price since 1872?—Beef has increased in price.

7242. You referred to the duties performed?—The men are completely harassed with the duties they have had to perform during the last three or four years. They go out on patrol, and have to lie in ambush in fields, and when they return in the morning they are not very presentable. They then knock out a little sleep, but something may occur during the day compelling them to turn out again.

7243. Your county is one of the most disturbed counties?—Yes.

7244. Proceed with your argument?—We ask the increase also because of the rates of pay received by the London metropolitan police; while we perform more duty, and are more useful to the Government in our capacity of policemen than the London metropolitan police, and yet they get nearly treble the amount of pay that we do. Take the grades as they stand corresponding to ours. Constables in the London metropolitan police of the same rank as sub-constables in the Royal Irish Constabulary receive—third class, 24s per week;

second class, 37s. per week; first class, 30s. per week, and reserve, 31s. 6d. Sergeants in the London metropolitan police, being of the same rank as constables in the Royal Irish Constabulary, receive—third class, 34s. per week; second class, 30s.; and first class, 38s. Inspectors, being of the same rank as head constables in the Royal Irish Constabulary, receive—third class, 45s. per week; second class, 50s. 6d.; and first class, 62s. 6d. Constables employed in plain clothes receive 7s. additional per week. Sergeants employed in plain clothes receive the following:—third class, 100s. per annum; second class, 116s. to 130s.; and first class, 130s. to 150s. each, with 10s. per annum for plain clothes. Inspectors receive from 180s. to 200s., with 15s. per annum for plain clothes. In general, every man of the London metropolitan police performs eight hours duty per day, the remaining sixteen hours being his own, and any extra duty is liberally paid for. I will show you that a constabulary man performs more duty, and is more generally useful, than a London metropolitan policeman. Moreover, the Irish policeman performs duties which are paid for separately in England, but are unrecognized here. In England, a constable performs only eight hours' duty; here the constabulary are continually under arms. From the time a man gets up in the morning he cannot be absent from barracks for more than two hours except he is on duty, nor can he go more than a quarter of a mile from the barracks. In England, as you see by what I have already stated, a man having performed eight hours duty has the remaining sixteen to himself; he may be following some other trade with his wife, in the same locality.

7245. Mr. Harrel.—You say that a London metropolitan policeman, after doing eight hours duty, has sixteen hours to himself, during which he can follow any other trade or calling?—Yes.

7246. What data have you for that statement?—I have it from the "Freeman," and we all make inquiries, and get cuttings here and there.

7247. Would you be surprised to hear that in this room, within the last few days, one of the heads of the London metropolitan police was examined before another Committee, and there, in answer to a question on this subject, gave a direct negative to the statement you have just made, as to their either being allowed to pursue other employments or to have at their disposal the hours they are not required for duty?—I stand corrected so. There is another point, that their wives indirectly make up the loss.

7248. You then admit, that so far as that is concerned, a part of your information is incorrect?—I will admit that part of it may be incorrect. It may be a matter of police regulation in London that I have been misinformed on, some trifling change as to pursuing his avocations.

7249. During the sixteen hours he is off duty, he is required to be at a place where he may be called upon and made available for duty?—Perhaps if the witness were here I might like to ask him what means he has of ascertaining that the men do not pursue other avocations.

7250. Yes; but when you state that upon the authority of letters in the "Freeman," and other information picked up, it is right to tell you that evidence has been given which does not bear out your view of the question?—Yes, it is.

7251. Chairman.—It is our intention to get evidence for this Committee quite independently of evidence given before the other Committee?—Thank you.

7252. That evidence will appear in our report, and set before the force accurately whatever the reality may be on the subject of pay, the condition, privileges, and leisure time of the English force?—Yes.

7253. It is only right you should let us know what your impressions are on the subject. Go on.

now, please?—The duties of the English police are exclusively police duties. We have to inspect weights and measures as officers. The collection of agricultural statistics and the Census are quite separate in England, bringing in large sums to the parties employed at them. The subject was brought before the House of Commons not very long since, but I cannot rightly remember the amount stated to be expended in England for the getting in of the Census, while in Ireland it is done for little or nothing, being performed by the constabulary. In England there is from 5s. to 10s. a-day paid for that duty, because the English policeman was not up to the mark.

7254. To whom was that paid?—To those who gather in the Census and agricultural statistics. You are aware that a constable at 72s. 16s. performs the duty of inspector of weights and measures, and also of food and drugs. The inspector of weights and measures had formerly 200s. a-year.

7255. Mr. Harrel.—That is to say, the 200s. a-year, formerly paid to an inspector of weights and measures, was for the duty over the whole county, and now that is done by twenty-six or twenty-eight constables?—Yes.

7256. Each in their several sub-districts?—Each in his petty sessions district.

7257. Chairman.—Have you anything else to urge on that subject?—The constable is also food and drug inspector. He is also sub-port inspector, as I might designate him.

7258. Mr. Harrel.—What is the allowance now?—I am not quite certain.

7259. Was it at any time 2s. 6d. a-day?—It was.

7260. And he received that?—The sub-inspector was inspector for the port. I remember Mr. Dobbin in Wexford had about 80s. for it; but Wexford ceased to be a port under the new Act, Belfast and Cork being left intact.

7261. Are you speaking from memory?—I am.

7262. The highest ever paid to an officer in any part of Ireland was 2s. 6d. a-day?—Yes; I am only speaking from memory.

7263. Chairman.—Pass to the next point?—If the Government desire any information, which requires what you may call educated brains to discover, they generally appeal to the Royal Irish Constabulary for it, such as returns as to vagrancy and agriculture.

7264. With regard to vagrancy and matters connected with crime, are you in a position to say that the English constable is not also obliged to furnish information?—He is, but not in the way the Irish Constabulary man does it. It is the education of the man who does it that enhances its value.

7265. But with regard to crime, if the information given in a manner satisfactory to the Government of the country, surely, for that particular kind of information, you would have no more claim for extra pay than an English policeman, who would supply it?—Then I say I am not getting so much pay as he is, and I am doing duties quite distinct from those performed by the English policeman.

7266. I was referring to that particular duty, and I am assuming what I may be wrong in assuming, that the English policeman did supply criminal information?—He does, but not on form; for instance, if forms are given out, the constable distributes the forms to the sub-districts, and the information is got in.

7267. Before you leave the question of pay, I would like to ask you this, are you able to save money on the present pay?—No; not would I marry on the present pay.

7268. As an unmarried man, and before the times of disturbance, were you able, as it appears from the report of the late Committee other men have been able, to save money?—I suppose I could save £1. 10s. in the month, after supplying myself with everything, and that would be little for a man who might require to send his friends a helping hand.

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M. Griffin.

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7269. During the late disturbance, for the last three or four years, have you continued that saying?—Yes; I do not do any out-door duty as clerk. I get nothing for my office as clerk, but I will go into that again.

7270. Mr. Harrel—You have given me the rates of pay of the London metropolitan police, and you have spoken also of the pay received by the English police generally?—Yes.

7271. And also of their standard of intelligence as compared with the constabulary?—Yes.

7272. Have you inquired into the rates of pay given to the police in the rural districts in England?—I have not; but I believe we are still under-paid as compared with the rural.

7273. Are you aware that the rates of pay of the police in the rural districts in England are not anything like so high as the rates of pay given in London and other large towns?—I believe each municipality in England regulates its own police service, and they get the men as cheap as they can.

7274. After instituting a comparison, then, between the Irish and English police, would you think it reasonable and fair to choose out the most highly-paid city police force in the kingdom for a comparison, or would you look on it as more reasonable to ascertain the rates of pay of the English police forces generally, urban and rural, and then institute a comparison of their pay in the aggregate?—Striking an average of the rural and city police in England, and then comparing the constabulary with their worth as a police force, I certainly say you will find as greatly underpaid.

7275. Is there anything else on the subject of pay?—There is. The Government have not taken into consideration the claims of the third-class sub-inspectors, and it was recommended in 1879 that that rank be abolished, and that there should be only two grades of sub-inspectors, first and second.

7276. How does this subject you are now referring to bear on the pay question?—I wish to make a suggestion.

7277. If it happens to be a thing affecting the sub-inspectors, and not the men, we cannot deal with it?—I would suggest that the rank be abolished, as recommended by the Commission of 1879. They get 1834, and that stands intact according to the last Act, but it is not able to support a gentleman in their position. I would give the pay and allowances to a head constable, and the pay of first-class head constable to a constable, and I would abolish the rank of second-class head constable; I would give the constable's pay to the acting constable, and I would give the sub-constable 1s. a-day of an increase.

7278. Go on to the next subject?—It is desired that the pensions of the men who joined the force since August 1866 be assimilated with the pensions of the men who joined the force before 1866. This is considered essential to the unanimity of feeling and harmonious working of the service, because one fellow laughs at the other, and says, "Oh, you will get nothing at all." The force is thus divided into two parts, you have the old fellows and the young fellows. They also wish that all should be allowed to retire after twenty-five years' service. I wish you to understand it is not my own opinion I am giving, but that of the men whom I represent, and they say there should be compulsory retirement at thirty years' service; I would not make it compulsory on any man. They say there should be full pay as pension after thirty years' service, irrespectively of the length of service a man may have in a particular rank.

7279. Do you know that there is no other force in the three kingdoms except portions of the constabulary and the Dublin metropolitan police of a certain standing which do receive pensions calculated in that way?—You are quite right. I am aware that in the Excise they would not get what they are drawing on Government duty.

7280. But even the English constabulary and the London police do not get their full pay as pension?—I am not quite certain of it.

7281. You may assume that it is the case?—Yes.

7282. It is only fair, then, to point out the difficulty there would be in absolutely adopting uniformity of pension with pay, in the face of what is now the general rule. I am not at all shutting out the prospect of an improvement of pensions, but to improve them in a particular way is what I want to point out?—It is not fair to a man who joined on the 11th August, 1866, to say that because he joined on that date he would not get the same pension as a man who joined two days before. Here I am under the Act of 1866, and when I retire, after thirty years' service as a head constable, what do I get? I get 401 a-year; while a sub-constable who joined previous to the 10th August, 1866, and who never was promoted, gets 631 a-year on retiring. Is that fair?

7283. Was it not a part of your duty in adopting a pension to make some inquiry and see what compensation you would get both in the Government service and on retirement?—I intended to emigrate after a few years.

7284. But was it your duty?—It was my duty, no doubt.

7285. Did you perform that duty to yourself?—It never struck me.

7286. After all, you can scarcely blame any one but yourself, seeing the Act of Parliament was in existence at the time, for being in the position you are in at present?—Every person is supposed to know the law, but we do not go into technicalities until we get into the profession.

7287. But it was not on any false pretence on the part of any one that you joined?—It was voluntary on my part. I was reared in the service, and knew all about it.

7288. Are you the son of a policeman?—Yes; my father served in the force.

7289. Chairman.—What is the next point?—The next is, that we seek a lodging allowance for married men not accommodated in barracks.

7290. What does it actually cost generally for married men to get accommodation outside barracks?—It varies; in some places they have to pay 10s. or 12s. per month. They like to uphold the respectability of the service.

7291. In other places even they get accommodation for less than that?—They cannot. In some localities they do not want to have a policeman or his people at all, and they ask the largest sum, saying it is no harm to overcharge them.

7292. Is that the experience of the force in Roscommon?—It is the experience of the service that a policeman is always charged more for everything than any other individual in the community.

7293. Is it the experience in reference to lodgings?—It is. They are charged more than any ordinary person.

7294. When they take small houses are they charged more?—They are generally charged more.

7295. What would be a fair allowance to give?—We would ask 101 per annum. I would say 12s. a-month.

7296. That makes 71s. 6s. How do you make it 101s.?—I am only speaking for the men whom I represent. I would also say that an allowance should be granted where families or boys over the age are compelled to live out of barracks according to the Regulations.

7297. Pass to the next subject?—Promotion. It is the opinion of those whom I represent, as well as my own, that there should be more promotions from the ranks to the position of sub-inspectors than there are at present, because it would stimulate the rank and file of the force to be more active and energetic in the discharge of their various duties. It is the general belief of the force that a sufficient number

of qualified head constables could at all times be had to fill the greater number of appointments. The constabulary is the only police force in the empire that is officered outside its own ranks.

7298. What proportion of the places do the men whom you represent seek?—They want the whole of them. There should be no cadet element drawn into it at all.

7299. Go to the next point?—It is furthermore believed that the force will not attain to the full height of efficiency expected of it by the public until such time as all promotions to the rank of sub-inspector are given to deserving head constables, and the age (48 years) should not disqualify them if otherwise found fit.

7300. Pass to the next matter?—The next is in reference to county inspectors' clerks. I am one. A recognised advancement is sought in position and pay equal to the importance of the situation as county inspector's clerk, with a proportionate increase to all assistants who have now to undergo a very severe test. Of late years they have had to work from 7 in the morning until after midnight. I often have to go across to the Post-office with letters at half-past 11 o'clock, and get them in as a completion.

7301. This is in consequence of the agitation?—Increased clerical labour in consequence of the land agitation. We ask that the chief clerks be appointed to the temporary rank of head constable on getting charge of an office, and that the assistants be promoted to the rank of constable within six months after being appointed to the office. The chief clerk is assistant store-keeper to the county inspector, and in that capacity he is responsible to the county inspector and the authorities for the public property in his charge, namely, bedding, barrack furniture, clothing for the men, accoutrements, arms, saddlery, &c. He is at present allowed 12s. 6d. a-month, but that would not buy canvas to send out the goods.

7302. Is he supposed to buy canvas?—The canvas is got from the contractor, and a demand is made to send it back.

7303. Mr. Harrel.—Of course, you knew you were going to be examined here, and I take it you ascertained accurately what you have spent. What has been your actual expenditure for packing cases?—I would say about 6s.

7304. For what period of time?—For about half a-year.

7305. That was during the half-year that the clothing was issued?—Yes; from September to March.

7306. Clothing is only issued once a-year?—Since the land agitation the issue is variable.

7307. It is not so certain as before?—It is not.

7308. Still the 6s. covered your expenses for the packing cases?—Yes, for packing cases and canvas to put goods in; that is only for the canvas and cordage.

7309. Have you any other items of actual expenditure?—I have, oil for rifles.

7310. What would be the cost of your oil?—2s. 6d. a-month.

7311. Have you actually spent that?—I have, on an average, to keep the rifles in proper repair.

7312. How many rifles have you in store?—About thirty or thirty-five; they come in and go out.

7313. The cost is 1d. a-day for oil?—Yes.

7314. Is there any other item of expenditure?—Coal would cost about 7s. 6d. a-month to keep a fire there.

7315. As a matter of fact, what have you spent?—I got the coal sometimes jointly in the main; I derisory I have spent 7s. 6d. a-month.

7316. Has it been that?—It has. The place is damp, and I am responsible for the goods. I have piles of blankets, and a man keeps them turned to prevent their being mouldy or moth eaten.

7317. That would be 6d. a-day for coal?—Yes.

7318. Chairman.—Do you wish to say anything else on the subject?—I would ask 1s. a-day to compensate for labour and defray incidental expenses, making good damaged or lost articles, and providing fire, canvas, and packing. I would ask that a proportionate number of the staff of clerks in the Royal Irish Constabulary Office, Dublin Castle, be supplied from county inspectors' offices, thereby stimulating advancement, and encouraging deserving members of the force, who must be better acquainted with the working of the force than civilian clerks could be.

7319. What do you mean by "proportionate"?—For every civilian appointed to have a county inspector's clerk.

7320. Is there anything else?—I would ask that no man be appointed to the rank of head constable who has not had fifteen years' service, as there are instances where men of ten or twelve years' service have been appointed to that rank from counties where the clerical labour was nothing, and the clerk and other constables spent their whole time in grinding themselves for the select list. In the northern parts of Ireland, particularly Down and Antrim, where they have routine business, they grind themselves for the select list, and get a month's leave, too, for the purpose. The examination embraces subjects not useful for the police at all. A man might be a good policeman, and not know where the Solway Firth was.

7321. As a partial remedy, you would suggest fifteen years?—Yes; that there should be work given for the young fellows to come up to that. I could not take a back to look at it, with special resident magistrates making for returns here, and the Castle on the other hand, besides the ordinary work of the office. The county inspector likes a man to be attentive, and you cannot improve yourself and mind your business. Your whole time must be devoted to the public, both as an ordinary constable and as a clerk.

7322. Pass to the next topic?—The making-up of clothing. We want an increase of 5s. per man for the making-up of uniform, as the amount allowed is insufficient. We calculated to a shaving, and we were all unanimous. Regarding the clothing, we have got a patrol frock made-up from the contractor. It is just like a suit you would get from a tailor on a Saturday night; it is without lining, and is a disgrace to put on a man's back. A head constable got the opinion of taking the lining out of his coat himself.

7323. How could he take it out if it was not there?—That is a provision made for him. The present time the head constable wears could be made to suit summer or winter. The head constables consider their rank should be recognised by giving them a patrol jacket or something like it, and that it should be lined. We have no fault to find with the bottle-green; it is very good, but the garment is not perfectly finished without lining. It is ridiculous to give a man a coat in a rough, unfinished state, so that if a shower of rain came his shoulders would be wet. It would be cool enough in summer weather. The Government gained 6s. in the transaction, 9s. 4d. being the contract price, while the time cost 14s. and something.

7324. That is to say, the Government supply you with a cheaper article?—Yes; but if the cheaper article was serviceable, the Government would be quite right.

7325. Well, it is suitable?—I have no doubt it is well intended as a cool summer dress, but certainly it is made too cool without a lining. I would also suggest that a distinction be made in regard to the non-commissioned officers and the men, as in the army, in making up the coat.

7326. What is the next matter?—Unfavourable records, that they should be limited out after two or three years' unblemished character.

7327. Both as regards promotion and pensions?—

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Yes, and that they should not affect a man when retiring from the force.

7325. Then, as I understand, you would never allow them to have any effect as regards pension, and with regard to promotion, you would make their effect cease after two or three years?—Yes. Suppose a man is reported for being drunk, and fined £2, with only ten or twelve years' service, and he runs on to thirty years: when he is pensioned the black marks are against him and his pension is reduced, while, if he dies, his bones in the grave carry the ones. The gratuity to his widow is also affected by those marks.

7326. Pass to the next topic?—Courts of Inquiry. I would suggest that the officers be sworn, the Court to consist of not less than three, and the men I represent say that one of the three ought to be a county inspector. It is the only exceptional Court in the world where the members of it are not sworn. In a Military Court they are all sworn, the President, officers, and the Deputy-Judge-Advocate.

7327. Mr. Harrel—As regards a court-martial, and the members being sworn, you quote that as a precedent?—Yes.

7328. Are you aware that the punishments which follow the finding of a court-martial are of a highly penal character, including imprisonment?—I know they are.

7329. Do you know that the finding of a Constabulary Court of Enquiry does not involve any such consequences?—It involves very serious consequences.

7330. Do you know that it involves any such consequences as imprisonment?—Not imprisonment.

7331. Therefore, there is no analogy between Constabulary Courts of Inquiry and Courts of Justice?—I have an Act of Parliament for my position, and if my position is left to gentlemen who are not sworn to do me justice, I cannot have faith in them.

7332. But is there any analogy between the result of a finding of the Court of Inquiry and the result of a man being found guilty of a criminal offence?—There might be. Suppose there was a criminal charge afterwards to be framed, and the discipline portion of it had to be investigated by a Court of Inquiry, would not the finding of the Court of Inquiry affect him?

7333. But you have no such case?—I do not know of such a case, but it might occur.

7334. Can you give any authority for the statement that the finding of a Court of Inquiry would be produced as evidence in a criminal Court of Justice?—I cannot quote an instance, but it strikes me it might affect the issue.

7335. Chairman—As a matter of law, it cannot be used?—I did not know that.

7336. Pass to the next matter?—The next is from the Finance Code, 565, with regard to a night's absence.

7337. Say what you wish on that subject?—I would say, give the allowance for any time before 12 midnight and after 3 a.m., and reduce the time to eight hours to constitute a night.

7338. Mr. Harrel—The allowance is 4s. 6d. a-night?—Yes.

7339. That is intended to cover a man's absence from his barracks?—It is.

7340. And that absence involves his spending money for supper, bed, and breakfast?—Yes.

7341. Can you tell me any circumstances under which a policeman would be obliged for eight hours' absence to have supper, bed, and breakfast?—He may take some lunch with him in his haversack.

7342. You say that any eight hours, three of which would be between 12 midnight and 3 a.m., should entitle a man to a night's absence?—Yes.

7343. Tell me any reasonable circumstances under which a man could be called upon to pay for supper, bed, and breakfast during the eight hours?—Not the three combined.

7344. You have asked the allowance for eight hours. No doubt, a hardship occasionally arises from the fact that a man to get a night's allowance for twelve hours must have, as a portion of the twelve hours, the six hours between 9 p.m. and 3 a.m.?—He must.

7345. Suppose now that your suggestion were adopted with regard to the hours between 12 midnight and 3 a.m., and that any twelve hours which included those three entitled a man to his 4s. 6d., do you not think that it would meet reasonably all chances of such expenditure?—Not twelve hours; I would say ten.

7346. Chairman—Go on to the next subject?—I would like to refer to the special resident magistrates. We are of opinion that the entire discipline of the force should be left in the hands of the officers connected with the force, as well as all the duties performed by the body, and we desire that the control exercised by the special resident magistrates be abolished.

7347. What experience have the men you represent of the special resident magistrates?—They complain of the six hours' system of patrolling. There is no order from the special resident magistrates that each man must perform six hours daily patrol duty.

7348. Was that order communicated to the men directly by the special resident magistrates?—By Circular.

7349. Was it communicated directly by the special resident magistrates by Circular or otherwise, or communicated to you through the officers?—Through the officers, of course.

7350. Then this portion of the complaint is rather a complaint against the excessive duty thrown on you by the special resident magistrates?—The men feel that in peaceable districts they are sent out on a system, and that they are like machines. The result is, that when a man has been out five hours, and then receives information that a house is to be attacked, he may naturally say, "I will not tell the sergeant anything about this, or I will have three or four hours' duty more."

7351. Are there any other details with reference to the special resident magistrates you wish to give us?—That is the only thing the men complain of; I do not feel it myself.

7352. Pass to the next subject?—The men wish that the widows and children of deceased members, no matter at what age or occupation at the time of the parents' death, should receive what they are now entitled to up to eighteen years of age. Suppose a pensioner has been paying into the Constabulary Force Fund twenty years, and his children go into business, and are over twenty-one years of age, they get nothing of what the father subscribed during his lifetime.

7353. Mr. Harrel—That has reference to male children?—Yes.

7354. But supposing he leaves female children without a mother, are they not entitled to something?—I am not aware. I never saw a case of that kind.

7355. I am speaking of the regulation. Does the regulation not entitle female children whose mother is deceased to an allowance of a character nearly equivalent to that which the widow would receive if she were alive?—The female children are recommended; but suppose there were no family?

7356. But, after all, there is nothing obligatory on a pensioner to contribute to the fund?—No. He does it with the object of benefiting his children.

7357. He knows the regulation?—He does.

7358. Does not he take his chance as to whether there will be anyone left behind him who would probably derive benefit from the fund?—That is a chance.

7359. But does not he take everything into his calculation?—He does, no doubt.

7360. As a matter of fact, if he is a wise man,

when the chance has gone by of any one ever deriving benefit he would stop subscribing?—He generally subscribes to benefit his children, and they grow up beyond his expectation to twenty-one.

7364. But if he is a wise man, does not he then stop subscribing?—He does not like to stop.

7365. *Chairman*.—Now to the next point?—The men would ask that the periods of roll-call be changed to 10 o'clock all the year round.

Sub-Constable WILLIAM GADSDEN, continued.

7370. *Chairman*.—You represent the sub-constables of the County Roscommon?—Yes.

7371. How long have you been stationed in that county?—Five years and three months.

7372. How long have you been in the force?—Seven years and three months.

7373. Be kind enough to take the subjects in the order in which your men consider them important?—I will.

7374. What is the first matter?—The first is pay.

7375. State your views on the subject of pay?—I wish to tell you that in representing the sub-constables, I represent the greater portion of the men, and also the most deserving men, because they are what we call the working bees, and, as I will show you, they are most unjustly treated.

7376. What amount of increase do you seek?—I want 1s. a-day of a rise for the sub-constables.

7377. Give us your reasons?—First of all, the reason I name is a-day is, that I am sure in the present situation in Ireland, not to speak of America and Australia, I would have 1s. a-day and my board. As I am, I have just barely my board.

7378. You have not only your board, but you have also your lodging?—Yes; but I want something for my time and labour. My salary is 54s. 12s. a-year, and there is a deduction of 12s. ascentage. It is barely able to support me so as to enable me to perform the duties I have to do, let alone leaving me a single shilling for any time and labour.

7379. Do you wish to say anything more?—The reason the pay is inadequate to support me is in consequence of the excessive duties. That is the first point. The next is, that there has been lately a rise in provisions, and the third is the inclination of the people to "salt" the police in their dealings with them.

7380. You mean to charge them unfairly?—Yes; and I will prove that by an instance that occurred last Saturday in the town of Roscommon. A sub-constable, who is a man, went to the market for potatoes. He offered a certain price for them, within 3d. per cwt. of what the man wanted. Subsequently, he went back to take the potatoes, and he found the man had sold them to a civilian at 6s. less than what he would charge the policeman, who upbraided him then and there before the public. That is a fact, as I can swear. With regard to the excessive duties, I have to get extra nourishment which I could, and did, do without three or four years ago. We have to attend fairs, labour meetings, and go on all sorts of detachment duty, by which we are subjected to far greater expense than formerly. In that way we often have to pay for cars that we are not allowed for, because the distance is not over six miles; but if we marched, and had to turn out four hours on a night patrol, we could not stand it. We have to pay for the cars out of our own pockets.

7381. Has it frequently occurred that you, for instance, got a car under these circumstances within

7366. Is that to be uniform in summer and winter?—Yes.

7367. Now to the next matter?—They want boot money.

7368. What do they ask for boot money?—My men told me to ask 3d. per annum, or 5s. a-month.

7369. How many pairs of boots in the year do your men generally wear?—The working men wear two strong pairs of high-boots, and perhaps a light pair every Sunday.

the six miles?—Yes, frequently; I could give you three or four instances in one month.

7382. On your part?—Yes, singly, on my own part. I happen to be one of the working men of the force always on duty, and that is the way I have experience of it.

7383. Is that the experience of other sub-constables as well as yourself?—Of course is not a peculiar case at all. It is the same with all the working sub-constables of the station.

7384. *Mr. Harrel*.—But you earned extra pay during the time you were on the duty you lined the car for?—Not a farthing, I was not eight hours absent.

7385. Would you not look upon it as being an unfortunate combination of circumstances that gave you three such tours within a month?—No; in the district where I am there are three or four villages, Frothy, Athleague, and Four Roads, and there are birds' meetings and labour meetings held frequently, and fairs as well. Besides, the sub-sheriff lives in the town, and he is very often engaged at evictions. Three or four times in one month I had to pay for cars, and I got into debt.

7386. How long ago is that?—The month before last.

7387. *Chairman*.—Is that in consequence of the new agitation that has arisen?—It is partly owing to the new agitation; but for the past two or three years it has been this way.

7388. Had you saved?—I might have 4s. or 5s. going on a month's leave.

7389. As I understand, you found yourself in debt?—I was. The talk soon I got relieved of. I keep myself respectfully.

7390. Go on to the next point?—Another circumstance connected with the subject is, that when we go to those villages it is not expected that we can stop five or six hours and walk home again without refreshments, and that does not take from our men, for our dinner is there, and goes to loss. So that a policeman's money is not so good to him as any other man's.

7391. In those disturbed times?—Yes.

7392. Have not the men of the station thorough control over the men arrangements?—They have; but it is impossible to economise in the country.

7393. Do you not think it ought and to be impossible to exercise economy which would prevent your dinner being cooked at home when there is no chance of being home to eat it?—No. When ordered on duty we are sent to places, and very often we do not know what duty we are going on until we land in the place; nor do we know how long we may be absent.

7394. Is not that case of sudden duty where you would not be absent long enough to get an allowance exceptional?—It is not an exceptional case. It occurs very often; and a man staying five or six hours in a strange place incurs expense.

7395. *Mr. Harrel*.—Is not it a rare thing for you to be ordered suddenly away and not to get the

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W. Conolly
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sh. Constable
W. Currey.
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eight hours' allowance?—It is not. We had a few searches for arms in the district, and every time it occurred it was in this way. It is the talk of the men, and every one knows it to be the fact, that a policeman cannot make as good a living out of 25s. as a clerk can out of 11.

7395. *Chairman*.—Is that true in ordinary times, when there is no disturbance?—It is partly true; for a policeman cannot take as much out of his money as a man holding a private situation can do.

7397. You must remember that a man holding a private situation, as you said, of 11 a-week, must find himself in lodgings?—Yes; but he has his whole time in an office, and when he gives up in the evening he can devote himself to industry that will be advantageous to him in some respect.

7398. Now pass to the subject of pensions?—What we want is, that the pensions be equalised. A sub-constable who joined since 1866 on retiring after thirty years' service would now get only about 37l. 8s.

7399. That is, assuming he retires as a sub-constable?—Yes. The fact of a man joining, say, a year before him, and getting his full pay on retiring, is not a laughable matter at all. It is a serious matter to a sub-constable who is fit for nothing. After thirty years' service in the constabulary men will be fit for nothing, unable to drag their legs after them, and they are thrown on the waves of the world. They therefore require as much pension as will afford them subsistence.

7400. Do you wish to add anything else on the subject of pensions?—Our claim is simply that the pensions be equalised.

7401. Did you make any inquiry when joining?—I did not. If I had known as much about the matter as I do now I would never have joined.

7402. *Mr. Harrel*.—Did you know anything about the force when you joined it?—Only that I saw the men always knocking about.

7403. You did not know anything?—No; I had not a friend in the police.

7404. *Chairman*.—Go to the next subject?—The next is lodging allowance for married men not accommodated in barracks.

7405. You are not a married man?—No, and never will be in the police.

7406. Do you agree with the constable as to the amount you would seek?—Yes; 10l. a-year. The men think they would get fair lodgings for that amount.

7407. I might appeal to you as a disinterested observer, because you will not marry yourself, as to whether you think this giving an allowance to the men would increase the temptation to marry?—It would not, in any way. It is not the fact of 10l. a-year for lodging money that would make a man get married.

7408. *Mr. Harrel*.—Your personal opinion is, that notwithstanding the 10l. it would still be an imprudent step on your part to marry?—Yes; if I got 10l. to-morrow I would not marry.

7409. *Chairman*.—Pass to the next matter?—The next is promotion.

7410. On the subject of promotion, what do you wish to say?—The sub-constables of ten years' service and upwards think they have a grievance that in fact rivals any of the others.

7411. State what the grievance is, and how you propose to remedy it?—The men are all complaining about the system of promotion. They want a just and uniform system introduced. I know from experience that the present is one of the most unjust and unsatisfactory systems in any service under Her Majesty. The Government have reason to know that it is the sub-constables who have most grievances, and that they are the most discontented part of the force.

7412. Tell us in what respect the present system of promotion among sub-constables is unjust?—It is unjust as to the mode of securing promotion.

7413. Detail it now?—Perhaps the expressions would be too strong, but there are introduced sectarianism, favouritism, and funkyness. That is a very hard case amongst an intelligent body of men, where every man thinks he should be justly treated.

7414. You spoke of sectarianism?—I may tell you I am a Presbyterian myself, and if such a thing did not exist I would hardly say it did.

7415. You think it does exist?—I am almost sure of it.

7416. You think men are kept back because they are not of a particular religion?—I may tell you it does not all go the one way.

7417. That is, as to other religions?—Yes; but, as a rule, the Protestants get far greater advantages that way than others.

7418. Is there any other influence?—Favouritism is the greatest.

7419. That is to say, for one reason or other, the man in authority prefers one sub-constable to another?—Yes.

7420. It may be on account of what he believes to be the superior merit of the man he prefers?—No. He may make it appear so, but it is very rarely so. It is the influence of private gentlemen, and one thing or another that way, that secures promotion, as a rule.

7421. On the officers?—On the officers and the county inspectors.

7422. When you make that statement are you speaking from your own observation, or are you making a statement that you have been directed by the men to make?—Both combined.

7423. Will you be kind enough to inform us what plan you would suggest for securing fair promotion?—To take it altogether out of the hands of sub-constables and county inspectors. The plan the men of Roscommon suggested is, that a board for the province, consisting of three officers, should be established to examine the men, and that the men should get promotion, according as they deserved it, to the vacancies occurring in their counties.

7424. *Mr. Harrel*.—Do you mean that the vacancies of a county should be filled by the men of the county?—Yes. The system they wish is, that one-half of the service—the same as from the rank of constable to head constable—should get promotion by competitive examination after eight years' service.

7425. That is like a select list for the sub-constables?—Yes; one-half after eight years' service, and the other half by seniority.

7426. *Chairman*.—Explain that, please?—That is, that the senior men should get promotion if found fit. In no case give it to the junior men; but, by giving half competitively, it would bring the junior men to the front.

7427. *Mr. Harrel*.—With the restriction that they should have eight years' service?—Yes. A man is a policeman without eight years' service, and each year's service after eight should count so many marks for him. I would wish to remark, with regard to promotion, that if the county inspectors and the sub-inspectors know how the men complain, they would wash their hands out of it. Their conscience would compel them to do so. The men say it is monstrous to see a man of fifteen to twenty years' service passed over in favour of a recruit of four or five years' service, though the senior man may be as well-conducted as the other, and far superior to him in intelligence as a policeman.

7428. *Chairman*.—Is there anything else on the subject of promotion?—The men say, that the fact of giving promotion to a recruit over this man of experience is enough to destroy the feelings of other upright men. Their feelings could only be estimated by a sub-inspector of sixteen or twenty years' service on the verge of county inspectorship who found a recruit appointed instead of himself.

7429. Have you anything to say as to promotion to the rank of sub-inspector?—The men would

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like also that there should be three-fourths of the promotions from the ranks to sub-inspectorships. The reasons they give for this are, that it would induce intelligent young men to join the service, and encourage smart men, already in the force, to have their profession at heart, and to strive to advance themselves. A head constable promoted in that way is far better for the public service than a cadet; for instance, if a superintendent of the metropolitan police were replaced by a cadet, it would be a serious charge and a disadvantage to the service.

7430. What is the next matter?—The next is the subject of unfavourable records.

7431. At what time would you have them expunged?—After two years' good conduct.

7432. So as not to affect promotion?—Yes; because many a man gets a black mark accidentally.

7433. You would not allow unfavourable records at any time to affect pensions?—No; but I would keep him back two years from promotion, and afterwards he might be as good a policeman, or better than others. The men are continually complaining of those black marks always staring them in the face; so that if a man is transferred from one county to another he gets a bad name before he knows where he is.

7434. Go on to the next subject?—The next is compulsory retirement.

7435. At what service?—They wish to have compulsory retirement at thirty years' service, and optional at twenty-five.

7436. Have you anything else to urge on that point?—The reason the men want compulsory retirement is, that after thirty years' service the men would choke up the service, and it would be an injustice to others keeping them back from promotion, as well as injurious to the well-being of the force, by their being in positions which more active and energetic men should occupy. Men are unfit for duty after thirty years' service, and they retain their position by scheming and dodging for the sake of some pecuniary advantage. If I did not express myself in this way honestly, the Government would not have the feelings of the men in their true colours.

7437. What is the next topic?—The men wish that the present system of Courts of Inquiry should be reformed altogether.

7438. Are there any changes in addition to those suggested by the constables?—The men suggest that there should be three sub-inspectors sworn in the Court, and that they should be from a different county to that in which the prosecutor and defendant are serving, and that the defendant should be sworn and allowed to give evidence in his own behalf.

7439. You are aware that that is a principle that is not at present acknowledged in any of the Criminal Courts of Law?—I know in the British Constitution it is not acknowledged.

7440. Have you anything else on the subject to suggest?—With regard to Courts of Inquiry, the sub-inspectors seem to be labouring under a great mistake; for instance, they think that a constable will never bring a charge against a sub-constable unless there is some shadow of truth in it. I heard a sub-inspector express himself that way.

7441. Mr. Harvel—Is there anything in the regulations which forms a basis of authority for that statement by any officer?—No.

7442. Is not that the individual opinion of some officer that you are telling us?—Yes. I heard him discussing the matter of Courts of Inquiry, and what he said was, "Bear in mind that sub-inspectors acting in that way always think there must be some shadow of truth before a man would prosecute another on a charge."

7443. Is not that mere personal opinion on the part of the officer?—There is not a half penny worth in the regulation about it.

7444. What you want is, that there should be some safeguard from allowing such personal opinions to have weight?—Yes. I have considerable experience. I have been a witness in two Courts of Inquiry. In a charge of insubordination I saw a respectable sub-constable swear there was no insubordination, and though the man was not punished he was reprimanded, and transferred. The sub-constable who swore that is a young constable now, and looked upon by the authorities as a man of good character, and if he brought a charge against a man to-morrow he would be believed, though he was not believed then.

7445. That is to say, he would be believed if what the officer said was the rule really guiding the conduct of other officers?—Yes; I give you this instance from experience.

7446. Go to the next point?—The men complain bitterly against the special resident magistrates having anything to do with the working of the force.

7447. On that subject, in addition to what was said by the constable, have you any other instances of experience of special resident magistrates?—They increase the number of unavailable men by causing sickness; for instance, in my district the sick report of a constable came in a few days' ago, and the doctor's certificate stated that the man was labouring under general debility, the result of excessive labour. The man has a pretty large sub-district, his duty is measured out six hours, and everything that crops up after that is called extra duty. A second reason is that, when an outrage or anything sudden occurs, the men are tired and jaded, and there are no fresh men to turn out. A third is, that it is injurious to the service, inasmuch as when a man gets information after performing his routine of duty, it is hard to think he will take much trouble about it to increase the duties on himself and his comrades. If left free to act for himself, it would be much better.

7448. What is the next point?—It is a grievance that senior men should be held responsible for juniors; because in many cases it is impossible for a senior to be responsible for the acts of his junior.

7449. On that subject, I presume your men would be satisfied if the liability of a man for the act of his companion was confined to those cases where he was really a party to the offence, or where his neglect contributed to it?—Yes, where he was really a party to it.

7450. What is the next subject?—The next is extra pay. The men request that the present rate be made permanent, and that the night allowance should be as heretofore. At present, you must leave before 9 o'clock at night to be entitled to the night's pay. I will give you one instance of my own to show how necessary it is. On the 12th July last I had to go from Roscommon to Banchbourn. A telegram, ordering us for the duty by the 5 o'clock train, happened to come in when the train was nearly at Athlone; so that we had to proceed by the mail train, and we had to get lodgings, for which I did not get a single penny.

7451. About what time did the mail train leave Roscommon?—About 1 o'clock in the morning.

7452. *Chairman*.—What is the next subject?—Road misdoings is the next. The men think that it is injurious to them, as policemen, in acquiring information that they should have to prosecute people for this simple offence. The people are not willing to give information to a man who summoned them for a cow or ass wandering on the public road.

7453. Pass to the next matter?—The single men at mess in barracks think that there is too much authority exercised by a head constable or constable in using the barrack servant too much for his own private use. The men are not at all satisfied. I know there is nothing in the regulations to show she is not the servant of the men; but, after all,

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if a man complains about this, the first thing is, he will hear of his route for some station. He will not like.

7454. Mr. Harrel.—If it is not permitted by the regulations, and if it is done contrary to the regulations, what remedy do you suggest?—What I would suggest is, that the servant should be the servant of the men, and let the constable with a family get a servant for himself.

7455. Are you sure that is not the regulation at present?—I am not.

7456. Is not it a matter within the power of the men to have the servant of the men exclusively for the single men in mass?—It is.

7457. It is a matter within their power?—Yes; but the men would wish to have a more substantial rule laid down.

7458. What do you want more than the power, and is not that a matter within your power at present?—Yes; but it is a power that can be easily violated by the constable or head constable in charge.

7459. Would not it be contrary to the regulations of the service if he did violate it?—It would.

7460. Is not it a matter of fact, that the reason why the barrack servant acts for a constable is in order to decrease the expense of the barrack servant upon the men—is not it their desire, oftener than anything else, that a constable has the barrack servant serving him?—The men have to pay all the same.

7461. When she is also serving the constable and has time enough on her hands to do so, do not the wages the constable gives her, to some extent, diminish the charge which she makes on the men?—No. There is a rated allowance for the single men to pay; for instance, in Rosecommon, for barrack attendance alone, it is 2s. 6d. a-month on each man, exclusive of washing.

7462. Suppose there were two men in the station, they would not get a servant for 5s. a-month?—No.

7463. But if that was supplemented by 5s. from the constable it would keep a servant in the barrack?—Yes.

7464. Therefore, it is for the advantage of the men that the servant should act for the constable in some instances?—In some instances, where the party of men is small, it is an advantage.

7465. Chairman.—Go to the next subject?—The men wish to get an allowance for boots.

7466. Do you put the allowance they claim at 3l., like the constable?—Yes; and they request that the full allowance rate be doubled.

7467. In making that demand, do you contemplate supplying yourself for cooking?—No; but on account of the heavy duty on patrols lately, there must be a fire kept in the day-rooms all night.

7468. Do you burn coal and turf?—Yes.

7469. Pass to the next subject?—The next is, that constables in charge of stations should be allowed to grant a man a day's leave of absence in case of emergency—for instance, a friend coming to see him.

7470. What is the next matter?—There are a great many minor things.

7471. Mention them?—The helmets the men have got are not at all satisfactory. They are not at all like the helmets they used to have, but are very heavy, and the men have to wear them on Sundays and on best duty, and all that.

7472. To what occasions do you wish to confine the use of the helmet?—To general parades,

election duty, and where the men have to appear as a body.

7473. What is the next topic?—The men complain that the sub-inspectors have too much influence with the county inspectors in transferring them, and that it is hardly for the good of the service, but through private motives such a thing occurs.

7474. What remedy do you propose?—That no man be transferred unless at his own request, unless when he is punished, or some charge is brought against him that he is removed for the good of the service. I may tell you that one policeman three or four years in a place is, when an outrage is about to occur or has occurred, worth the rest of the party.

7475. Have you anything else to mention?—I would urge that the pay and pensions of the men be increased, so that they may think their situation worth minding, and by introducing a just and uniform system of promotion, they may take an interest in the profession for the purpose of advancing themselves. Abolish favoritism and petty tyranny, and the men will give more attention to their duties. Thus, 9,000 would be made more valuable than 12,000 in the service now serving, and even one policeman would become more valuable than two at the present day.

7476. Is there anything else?—The men of the branch of the service to which I belong have great cause of complaint, particularly the men sent on temporary duty, for want of having influence at the depot. When there is a special "task" of clerk, it is given to a favourite. The others are always sent to the distressed districts. I have been for five years in the county.

7477. What remedy do you propose?—To get transferred off the reserve after being three years on it. I know lots of men who would have been promoted had they got into other tocks, but they are kept on, and will not get an opportunity of competing for clerkships or anything.

7478. Is that all?—The men wish that the clerkships in the Inspector-General's office should be given to smart men of the force instead of to civilians.

7479. All the clerkships, or a proportion of them?—A proportion of them. I may tell you that there are men in the service smart enough to fill them; but there is no encouragement to an educated man to step in the force as it is at present.

7480. Have you anything else to suggest on the subject?—There is another matter about the reserve. I would suggest that any appointment given at the depot, such as clerkship, should be given on competitive examination to the smartest man in the department. The reserve are always the worst treated men in the county in which they are serving; because the county inspector and sub-inspector think they will leave them only a few days or a month. They are punished severely, and there is no one to sympathize with them or take their part.

7481. Mr. Harrel.—You know that before a reserve man can be punished the matter is sent to the Commandant for his opinion?—Yes; and I know it is the Commandant that does punish them.

7482. Yes; but when you speak of their not being taken care of, you know the file is sent to the Commandant?—I am fully aware of it; but I want to show if it was a county man the sub-inspector or county inspector would make a statement in his behalf.

Constable WILLIAM FISKE, examined

7483. Chairman.—You are a constable representing the non-commissioned officers of the County Cavan?—Yes.

7484. How long have you been stationed in Cavan?—Fifteen months.

7485. How long have you been in the force?—Fifteen years.

7486. State the points you wish to make in the order of importance. What is the first matter you wish to bring under our notice?—The first matter is with regard to pensions, and our request is that the men who joined since the 10th August, 1865, be placed on the same footing as the men who joined prior to that date.

7487. Tell us the grounds on which that claim is made?—Young men looking forward to retirement at thirty years' service on the rate of pension they are now entitled to see nothing but the workhouse or starvation vying them in the face. They are not fit to labour or turn their hand to employment, and the probabilities are that they will have a wife and family, and cannot see how they are to support them.

7488. Go on to the next point, please?—We would like optional retirement at twenty-five years' service.

7489. And I suppose compulsory retirement at thirty. Go on to the next topic?—If a man is medically returned unfit at fifteen years' service, we ask that he should receive, as pension, fifteen-thirtieths of his maximum pay, and for every year after ten-thirtieth to be added up to thirty years' service.

7490. Are those all the views you wish to put forward with regard to pension?—Yes.

7491. Did you enter since the change in 1865?—Yes.

7492. When you entered, did you make any inquiry as to the rate of pension you would be entitled to?—I did not. It never struck me at the time.

7493. Are you aware that there is no other force in the three kingdoms now, except a certain portion of your force and the Dublin metropolitan police, that do get pension equal to pay?—I am not.

7494. Mr. Harrel.—That is so. Did you say anything about compulsory retirement at thirty years' service?—Yes; we would have retirement compulsory at thirty years' service.

7495. Chairman.—Pass to the next matter, please?—The next is an increase of pay of at least 1s. a day to acting constables and constables, while head constables wish to get something more—they think they are entitled to 1s. 6d.

7496. Tell us, first of all, when did this demand for increase of pay arise among the men in Cavan?—It has been felt for a length of time now, that the pay they are drawing is not sufficient to meet the expenses of the time.

7497. You say "a length of time." How long is it since it was first mooted?—Two years ago fully. I could not make ends meet for that time.

7498. Give your reasons for the demand?—The duties within the last two or three years are threefold heavier than they were ten years ago, and consequently, it is indispensably necessary to incur more expense to fit ourselves for those duties, and we have often to perform disagreeable duties. There is another matter, that young men are excluded from company which they are naturally anxious to enjoy. They often wish they had not joined, when they have not more pleasure and comfort than at present.

7499. Do you mean that that is in consequence of [1509]

what has occurred in the last two or three years?—Yes. There are other police forces better paid than the Royal Irish Constabulary.

7500. On that subject we are going to get evidence, not only as to the London force, but the various forces throughout England, their rates of pay, pension, and deductions, and all the circumstances connected with them, and we will give due weight to all those things. What is the next point?—The next I wish to bring under your notice is a lodging allowance to married men not accommodated in barracks.

7501. Are you a married man?—I am.

7502. Have you been long married?—Seven years.

7503. As a married man, have you been laying by any money in the force?—None. I could not save a penny; I could hardly make ends meet.

7504. Before you got married what was your experience in that respect?—I could save a little at that time, and my pay was a good deal smaller than it is now.

7505. But still you could save a little?—I could.

7506. Mr. Harrel.—You were stationed in Belfast when an unmarried man?—Yes; for part of the time.

7507. What allowance do you seek for lodging accommodation?—10s. per annum.

7508. In Cavan there are very few towns, and the stations are mostly rural?—Yes; as a general rule. It is very hard to get lodgings.

7509. Go on to the next subject, please?—We ask that an allowance be granted for boots, say 3s. per annum.

7510. Pass to the next?—That the extra pay of 4s. 6d. a night be made permanent. There is a section (565) of the Finance Regulations which the men would wish altered regarding the night's allowance, commencing before 9 p.m. and terminating any time after 3 a.m.; I would suggest any time before midnight, instead of 9 p.m. I will give my reason. If a man goes on duty any time before 9 p.m., and remains on duty till after 3, he is entitled to 4s. 6d. for the night; whereas if he goes out at 9 p.m., and stops out till after 3 a.m., he is only entitled to an allowance for the number of hours he is absent.

7511. You stated that if a man goes out before 9 p.m. and remains out till after 3, he would be entitled to 4s. 6d. What you mean is, that if he went out before 9, and remained twelve hours terminating after 3 a.m., he would be entitled to 4s. 6d.?—Yes.

7512. Then you suggest that instead of making the hours between 9 and 3 six of the twelve hours, that the hours between midnight and 3 should be sufficient, that is to say, that a night's allowance should be given for any twelve hours, three of which are between 12 midnight and 3 a.m.?—Yes; that is what I mean.

7513. You think that is reasonable?—Yes; that is what I want to convey.

7514. Chairman.—What is the next matter, please?—The next is that unfavourable records be blotted out after five years' good conduct, and that such records did not in any way affect a man's pension.

7515. Pass to the next point?—The next is, that all promotions be from the ranks.

7516. What is your argument for that demand?—The English police, the Scotch police, and the Dublin police are offered from the rank and file; and it has been found generally that men promoted from the ranks make better officers as regards duty. Experience has shown that to be the case.

Constable
W. Fiske.

21 Sept., 1865.

Constable
W. Finley.

22 Sept., 1882.

7517. What is the next point?—The next thing I would like to bring under your notice is an allowance to assistant storekeepers.

7518. What allowance do you suggest they should get?—10s a-year. They get 7s 10s at present.

7519. On what do you ground the claim?—A great many stores are damp, and a fire must be kept to prevent the articles being damp, and that is done at the assistant storekeeper's expense.

7520. Are you a county inspector's clerk?—Yes.

7521. What is the next matter?—The next is, that a senior should not be punished for the acts of a junior when on duty, except he be a party to the offence. It is felt that a man ought not to be punished for the acts of others.

7522. What is the next point?—County inspectors' clerks discharge responsible duties, and they are debarr'd from earning anything outside the office beyond their ordinary pay. They should get some consideration more than the ordinary constables.

7523. Mr. Harrel.—Do you mean extra pay?—Yes.

7524. Is not that extra pay given to cover extra expenses?—A county inspector's clerk has a great deal more responsibility than an ordinary constable.

7525. What do you suggest as to that?—I would suggest that he should get the temporary rank of head constable after being three years in the county inspector's office.

7526. If he ever goes up for head constable, he will have the opportunity after six years?—Yes.

7527. So that, in point of fact, you would give him the temporary rank after three years?—Yes.

7528. Chairman.—Lately, you have been getting a good many recruits?—Yes; a class of recruits not very good.

7529. In what respect are they inferior to the old ones?—They are not physically as strong, nor are they of the height of the old recruits. They are not the same class of men at all.

7530. Do they come from the same class among the people; are they farmers' sons?—Yes; but the standard having been lowered, they are not such a class of recruits as were to be had heretofore.

7531. Do you find the young men coming to the county as amenable to discipline as recruits of past times?—I could hardly say anything about that. We have got no recruits for a length of time.

7532. Has your county been much disturbed?—A good deal.

7533. With regard to your duty in the county inspector's office, up to what hour, during those disturbed times, have you been obliged to stay at work?—I was often fourteen and sixteen hours in the day at work.

7534. In quiet times, about how many hours in the day would you have to work?—Seven, on an average.

7535. Mr. Harrel.—Have you an assistant?—Yes; one.

7536. Chairman.—Is that all?—Yes.

Sub-Constable JONATHAN A. REEDY, examined.

Sub-Constable
J. A. Reedy.

22 Sept., 1882.

7537. Chairman.—You are a sub-constable representing the sub-constables of the County Carver?—Yes.

7538. How long have you been there?—Six years and three months.

7539. How long have you been in the force?—Sixteen years and three months.

7540. Take the matters you wish to bring before us in the order you consider most important?—I have pay first.

7541. What increase of pay do your men seek?—The men generally, I understand, are looking for 1s. a-day; I would look for more myself, but I would go on the general request that at least 1s. per day be added to our present pay.

7542. What is your present pay?—4l. 19s. 8d. gross; 4l. 18s. 2d. net.

7543. Are you a married man?—I am.

7544. How long have you been married?—Six years and four months.

7545. Be kind enough to give us from your own experience, and, if you choose, from any other source, the arguments you wish to bring forward in favour of this increase of pay?—In the first place, the dangerous duties that the men have to perform of late years. They have to protect persons whose lives have been threatened; to accompany those persons, no matter where they go, to markets or fairs, &c.; and they do not know the moment they may become victims to the bullet of the assassin. Together with the danger, they have to be out of pocket in refreshing themselves. At all hours of the night, in hail, rain, or storm, they have to patrol around the houses of those persons who have become obnoxious to the lawless class, and remain in ambush for hours as a protection.

7546. Have duties such as you have now described been common among the sub-constables in your county?—In the county I am in at present.

7547. Has the absence from barrack which they have been obliged to undergo in discharge of such

duties been, as a rule, such absence as would entitle them to an allowance that would provide them with refreshment?—There is none whatsoever for what are called rural patrols.

7548. But taking the case of absence protecting persons for protection, would not the absence, as a rule, be of such a character as would entitle them to an allowance?—Sometimes it might, and sometimes it might not.

7549. Are there many cases in which the absence is so short that men are not entitled on those occasions to an allowance?—I am not aware.

7550. From your own experience, you ought to know whether it often happens that you and sub-constables are sent on protection duty under circumstances that would not entitle you to an allowance?—I was often out protecting befalls myself, and I get nothing for it, as it was in my own district.

7551. Mr. Harrel.—And your not being absent eight hours?—Yes.

7552. Chairman.—What I wanted to get at was, whether this was of common occurrence?—Men know not the hour they will come in contact with armed ruffians who in taking life feel pleasure. The present pay is insufficient both to compensate men for the performance of those dangerous duties, and to provide themselves with proper nourishment so as to fit them at all times for active duties. In order to prove that, I have an expenditure list of the daily outlay of a single sub-constable, and also of myself, wife, and family of three. In itself it would be a convincing proof that the present pay is not sufficient. The items for breakfast are—4d. of tea, 1½d.; sugar, 2 oz. at 4d. per lb., ½d.; bread, 1½d.; two eggs, 2d.; milk, ½d.; 2 oz. of butter at 1s. 4d. per lb., 2d.; total, 8½d. Dinner 1 lb. of beef, 9d.; ½ stone of potatoes at 8d. a stone, 2d.; vegetables, 1d.; pepper, salt, and mustard, ½d.; beer, 2d.; total, 1s. 2½d. Supper: ½ oz. of tea, 1½d.; sugar, ½d.; butter, 2 oz., 2d.; bread, 1½d.; milk, ½d.; total, 6½d. Portion to cook, at the rate of 5s. per

Sub-Constable

J. A. Reddy.

21 Sept., 1862.

month, 2s. 6d. per day. Total, 2s. 7d. A man's pay (second rate), at 54d. 12s. yearly, is 2s. 10½d. a-day, with earnings off. So that he has a balance of 3½d. after paying for his breakfast, dinner, and supper. Now I will state the articles he requires.—A suit of plain clothes on an average every three years, say, 2s. a-year; three pairs of boots, at 16s. per pair, 2l. 8s.; two woollen shirts, at 7s. 6d. each, 15s.; one dress shirt, 5s.; two pairs of drawers, at 3s. 6d. per pair, 7s.; one pair of regulation mitts, 1s. 2d.; six pairs of socks, at 1s. 8d. per pair, 10s.; towels, soap, shaving brushes, 10s.; handkerchiefs, 2s.; tobacco, pipes, matches, 2l. 8s.; extra fuel, 1l. 4s.; total, 10l. 11s. 8d.

7553. Mr. Harvel.—Do you not think you have gone tremendously over the mark in tobacco and pipes; that would be nearly 1s. a-week?—There are men who smoke more than that. I do not smoke myself, and I congratulate myself for it. The total of the man on duty at 2s. 7d. a day is 47l. 2s. 11d., and that deducted from the year's pay, 54l. 12s., leaves a balance of 7l. 9s. 1d. to meet the expenditure of 10l. 11s. 8d., so that a man would be in debt 3l. 2s. 7d.

7554. You have computed that expenditure giving every item for the three meals a-day, and as if those meals were prepared for an individual?—I have.

7555. The estimate, then, is not the actual result of any man's expenditure, but it is the probable expenditure which would be necessary?—This is the expenditure of a man in a mess by himself, a sub-constable in the County Cavalry. There were two or three married men in the station, and this was a single man in mess by himself.

7556. Is not such a case a very rare one, to have a man in mess by himself?—It is not at present. There is one man at mess in my station.

7557. If he was at mess with others, it would considerably diminish the expenditure?—It would.

7558. These extreme cases arise from the number of married men?—In some stations.

7559. Is it not the case at your station?—It is. There are three married men at the station where I am.

7560. It would appear that marriage in the force not only leads to hardship on the individuals, but also leads to a certain amount of hardship on the single men?—No doubt; at some stations, where there are more men than at others, the messing is not so dense. The expenditure for myself and my family will surprise you. My yearly pay is 58l. 16s. I have a wife and three children. We use for breakfast—1 oz. of tea, at 3s. 6d. per lb., 2½d.; ½ lb. of sugar, at 4d. per lb., 2d.; ½ lb. of butter, at 1s. 6d. per lb., 6d.; bread, 4d.; milk, ½d.; total for breakfast, 1s. 1d. That is for five of us. Now for dinner we have to resort to extreme measures—I lb. of American bacon, 9½d.; potatoes, 4d.; milk, 1d.; that is 1s. 2½d. Supper is the same as breakfast, minus butter, making the cost 9d. That is, altogether, 3s. 9½d., and my pay is 3s. 3d., deducting the cottage. I do not keep a servant. I have accommodation in barracks; but after supplying what I have mentioned I have only 1½d. to keep a fire and light, and had I to pay rent I should leave myself and family penniless. Other men, with larger families than mine, pay 8l. or 10l. rent. How do they live? It is easier imagined than described.

7561. Observe.—How do they live?—I cannot account for it. They have potatoes and buttermilk for dinner and supper at night.

7562. As a rule, sub-constables live two or three together?—They do, where there are men in the station.

7563. And in those cases their expense is not quite as much as in that of the sub-constable you described living in mess by himself?—No; it is something less.

7564. But those are very often men whose pay is 54l. 12s.—That is the lowest. There are some living at that rate.

7565. Of course, the cost of living at the scale you have given will bear harder on the men with 52l. than on the men who are receiving such pay as you are, and unmarried?—Yes.

7566. If that be so, how is it that you see so many of those young constables looking strong and well and apparently well fed, and that lots of young men are found to join the force, with the prospect of this 52l. a-year and the experience of the others before them?—They eat the amount of their pay. I was with men, and they were not able to save what would bring them home for a month's leave, not to say feed their father and mother who sent them to the force. I knew a case where a young man was written to by his father for 7l. or 8l. to pay the rent, as he was going to be evicted, and it was a very unfortunate circumstance that he was unable to supply it.

7567. Was it your experience that before those troublesome times they were able to save a little money?—When I was in Tipperary I had only 3l. 6s. 2d. per month, and that was only able to pay my way. I went to Belfast in 1872 and remained there four years, during which I was better off than previously—I got an allowance of 8s. 8d. a-month for the extra expense of living, and 6d. a-night every third month. I know a man who has eight children and himself and his wife to support. How they live is easier imagined than described. My wife and children must be respectably clad, and where is the cost of clothes to come from? I have also to supply necessities for the house, such as bed clothes, pots, debt, &c., and where that cost is to come from is a wonder to me. My wife had some money when I got married. It is all gone now. The money I got lately had to go to pay debts. For the last three or four years I was in debt.

7568. How long had you been in the service when you got married?—Nine years and eight months; and I was twenty-nine years of age.

7569. Mr. Harvel.—There is no doubt that the case presented by you is one which shows that the married men in the force have very considerable difficulties to contend with. But in the case of persons employed by private individuals, or by firms, or receiving employment in any form or shape, do you know where there is a distinction made between the married and unmarried employees?—There is not; but a soldier's wife, for instance, gets accommodation in barracks and sits in the washing for the company, earning by that means 2l. more or less, a month.

7570. You are aware, of course, that only a small percentage of soldiers are married—eight per cent. only?—Eight or ten per cent. in the regiment.

7571. And that all those who are married without permission receive nothing whatever?—None who marry against the regulations receive anything.

7572. You quoted the instance of a soldier's wife washing for the company?—Yes.

7573. Is it not the fact that a sub-constable's wife, if so disposed, might wash for the single men of the station?—She could.

7574. Do not the regulations suggest her doing so?—Yes.

7575. Would not it be of great assistance to a married woman if she performed this office for the men?—I assure you that my women could not do it. She has three children, and she could not mind them and wash for the men.

7576. But the soldier's wife you say does it?—The soldier's wife lets one child watch the other. A labouring man gets half an acre of land, according to the new Act, and, as a matter of fact, the labourers are looking for that in Rosemount. They are looking for 10l. a-year, and the grass of two cows and two calves. If one of those men has a family the children are out earning, and he is in a better position than I am.

7577. That is if they get it?—In some places they will. A common herdman without any income is far better off than I am. The more

Sib-Constable
J. A. Reilly.
21 Sept. 1882.

of expenditure I have given show that the present pay is not sufficient. Again, the men of the force are of more than ordinary intelligence. He must be conversant with the code of institutions, comprising 1,784 sections, numerous circulars and memoranda, the descriptions of offenders, the Licensing Acts, the Prevention of Crimes Act, the Cattle Diseases Act, &c. They have to arrest and prosecute individuals, and have lawyers picked against them. They will be punished severely if a mistake is made, and they are open to civil actions by the defendants. They have to summon juries for the coroner, and for quarter sessions and assizes.

7578. Do they not get an allowance for that?—They are only given the absence allowance for it. They have to supply the Government with all the information required as to the state of the country. They have to supply the agricultural statistics yearly, and the Census returns every ten years. They have to perform numerous other duties outside their ordinary duties, and they expect to be paid like other civil servants of the Crown. They have more duties to perform in one month now than in four months in the year 1872, as may be seen by comparing the patrol book and diary for two periods. At the Commission in 1872, the late Colonel Wood, the then Inspector-General, recommended an increase of pay, limited service, and lodging allowance to married men; but that was not granted is a liberal spirit, and hence the discontent.

7579. Chairman.—Was not the increase of pay granted in consequence of that Commission?—It was. I was receiving 31 Gu. 2s. and then I got 41. 11s. a-month. I thought it was a great rise at the time. The men have become slothful to the people among whom they are stationed. They are boycotted from all social company. The young men hold this, and wish that they never had joined, and they will leave on the first favourable opportunity, and seek employment more suitable to their taste and feeling, as well as more profitable, there being at present such facilities in emigrating to America, Canada, and Australia, where there is good wages. Even labourers receive, at the least, 2 dollars per day, or 8s. British money. There is a great inducement to young men, and they will avail themselves of it should there not be a prospect of better pay, and a provision made for them in their old age. They see other police forces paid in excess of themselves. The Irish constables have to devote all their time to their duties, and cannot add 1d. to their pay, and should they be married they must not let their wives employ their time in any way to assist in bettering their condition.

7580. Mr. Harrel.—Do you think it would be an advantage to you if your wife was permitted to engage in a respectable way in occupying herself working for profit?—It would be a great advantage.

7581. I mean in a respectable calling, and one that would not bring her into improper connection with the public, such as keeping a public-house or anything of that sort?—My woman could teach a school.

7582. Would it be an advantage to you and her, and your family, if she was permitted to teach a school?—It would.

7583. Continue your argument?—The men must live respectably, and keep out of debt. I am running a monthly account with a shop-keeper from whom I get my goods, and consequently, I have to pay more than if I was able to buy for cash. And how many are like me in the force? There is a strong tendency to charge a policeman more than a civilian for the things he may require.

7584. Chairman.—Has that been in your experience going on before the present disturbed times, or is it only lately it came into existence?—There has been a steady rise in provisions these late years. Taking what I have said into consideration, I am satisfied the Committee will see the justice of recom-

mending an increase of at least 1s. per day to our pay, it being evident that the present pay is insufficient to support and maintain the men for active duty. By granting this, it will induce the men to remain, and will engage the attention of a respectable class of recruits who should be so to fill up the ranks of such a loyal body of men as the Royal Irish Constabulary. Of the recruits that come to our barracks to get admitted into the force, we have to send some away as not being respectable enough.

7585. What class do those come from?—Generally farmers' sons, the class we recommend.

7586. What class do you object to?—The low class, coarse boys as it were. This is since the standard has been lowered, and the age limit increased to thirty years.

7587. Mr. Harrel.—But after all, they are not admitted?—We do our best to prevent their admission, and they seek the influence of the local gentry. It is not an advantage to have men commence at thirty years of age. They ought to have eleven years' service then.

7588. Is there anything else you would wish to suggest on that subject?—I would mention in connection with pay, that the men ought to get full pay at twelve years' service, instead of waiting for twenty years to receive it. At fifteen years' service a man is entitled to a pension if he leaves on pension, and then he never reaches the maximum of his pay, which is 62s.; he is only in receipt of 59s. at fifteen years' service.

7589. But the granting of a pension at fifteen years is not contemplated as a thing that would come under ordinary circumstances?—Not under ordinary circumstances; it would be only in the case of a man who was declared medically unfit.

7590. Chairman.—Pass to the next subject?—I have been instructed to make as good a fight as I possibly can as to pensions. The question will require your careful consideration, for this is the burning question of the hour with the men who have joined since the passing of the Act of 1866. The men of the County Down have selected me to vindicate their claim in this respect, and to represent the way they stand as compared with their senior comrades. Had I a thousand tongues to vindicate their claim, it would not be too many. The question of pensions affects three-fourths of the force, who are in life and sinew, who never were found wanting in their loyalty to the Crown, but were always ready to perform their sometimes dangerous duties. These men feel it a great injustice not to be put on the same scale of pension as their senior comrades. They have to perform the same duties, to serve the same time, and to endure the same hardships, and if they have a family to support they cannot do it, when they have to live on their small pensions, 17s. at fifteen years, with one-fifth added for every year to thirty years' service, making a total of 37s. The sum of 17s. is itself insufficient to pay the rent of a house and keep a fire in it. How, then, is a man to provide for himself and family? He would be unable to live on such a pension. No man would leave the force at fifteen years' service unless he was compelled by ill-health. Therefore, he would not be fit to earn anything to add to his pension. "How is a man to live after retirement?" is the question with the men themselves.

7591. Mr. Harrel.—You are aware that a man who retires, having joined subsequent to 1866, should be in ill-health?—Of course.

7592. Chairman.—You say he must necessarily be in ill-health. When you have thirty years' service you are entitled to leave without going before a doctor. Proceed now?—Their attention has been directed to this fact by the recent agitation and the public press. The Chairman asked the constable a question—"Did he know what pension he would be entitled to when he joined the force?" I never

knew it until I was married, when I began to look into the seriousness of the matter of pension. The young men now will not shut it out from their view. They see that it takes a certain amount of money to keep them in the force, and that it is reasonable to think it will take the same amount when they are out of it, particularly when they are worn out in the public service. A county inspector gets 50*l.* a lodging allowance. A sub-constable gets 37*l.* to live on, and support and educate a family, and keep a house over their heads. He is unable to do so on such a pension. The men see this, and unless some provision is made for them in their old age better than the present, they will have to leave the force to seek more profitable employment. They are unable to save anything whilst in the force, and where can they on their retirement get the means of living? I am putting this before you, Gentlemen, in order to show that the men have a just right to be put on the same scale of pension as their more fortunate comrades. To be thrown on the world a pauper after thirty years' faithful service to the Crown is not an enviable position. I have been instructed to lay before you a scale of pension applicable to the whole force, viz. 2.—That it be optional with the men to retire at twenty-five years' service without being declared medically unfit, and to receive the five-eighths of their maximum pay; that they be compelled to retire at thirty years' service, receiving the full pay of their rank as pension; that if men be returned medically unfit at fifteen years' service they should get fifteen-thirtieths of their maximum pay, one-thirtieth to be added for every year's service after fifteen years; that the present system of superannuation be done away with, consisting of increments at fifteen, twenty, twenty-five, and thirty years' service. If I may be allowed, I would read Mr. Duncan's remarks with regard to that subject at the Commission in 1872. At Q. 1016 he was asked by Lord Monck—"With regard to retirement, what is your knowledge of the opinion of the force?" and Mr. Duncan answered—"I think I know the feeling of the men pretty well on the subject. They think they should be allowed to retire voluntarily at twenty-five years' service." Also in answer to Q. 1018, he said—"The men to retire at twenty-five voluntarily, and as a matter of right at thirty years." This is the opinion of a gentleman who was conversant with the feeling of the men in 1872. The same feeling exists at present. Sir John Wood, G.P. Inspector-General, also said, to let men retire at twenty-five years' service prevented men from retiring, and it would cost less to the public to be bringing the men up to Dublin and back, and continually getting out. To induce men to remain and give their time wholly to their duties you must pay them well, and make a suitable provision for them on their retirement. It will add to the content of the force, for without being put on an equality with their senior comrades, those who joined since 1866 will not be satisfied, and they respectfully wish to be placed on the same scale of pension as those who joined prior to them.

7593. Have you anything else to urge on that point?—There is a man in the station with me eleven months my junior. He has to perform everything I have to do, and he will get a pension of only 32*l.* at the end of his thirty years' service, according to the present system, while I will get 82*l.* and more, I hope.

7594. What is the next subject?—I will next take promotions. We would ask that the sub-constables be invariably promoted by seniority, if able to pass a certain literary test laid down by the Inspector-General; and that no sub-constable under seven years' service be allowed to compete. Each man's specimen should be submitted to the Inspector-General for classification, and be placed on the county-inspector's list accordingly; a certain number of marks to be given for service and conduct.

7595. Suppose a man did not pass the examination, how would you treat him as regards seniority?—Should any man fail, let him be again examined at the next examination, and should he be then successful, let him be placed on many steps below the men of his own service.

7596. Have you anything else to suggest in connection with the examination?—I would have men informed in one month of the position they have had on the promotion list. Should any man fail to pass the examination I would give him, at twenty years' service, 4*l.* annually, to tell in his pension, as provided with regard to head constables. Should any man over seven years' service be neglected by his officer in not recommending him to his county inspector to be examined for promotion, let him be examined, if he is otherwise eligible, on making a verbal or written statement to that effect to his county inspector, and let his papers be sent for classification.

7597. What is the next subject?—It is the general opinion of the men of the County Cavan that there should be at least three-fourths of the promotions made from the ranks to the position of sub-inspector.

7598. Go to the next point?—There is at present in some counties a system of promoting the younger men over the heads of the seniors, and that is producing a very bad effect among the senior members of the force. I am one of them. I am three and a-half years on the promotion list, while there have been numerous younger men promoted over me; men even of five and six years' service take charge of me on duty, and order me to this place and that place.

7599. Can you give any reason for that?—None.

7600. Mr. Harrel.—Have you no unfavourable record?—I have one got nine years ago.

7601. Chesham.—Do you think that has any effect in keeping you back?—I am sure it has.

7602. You have got none in the past five years?—None. I know another man in the county who has over twenty-four years' service, and has been eleven years on the promotion list. He had it a great hardship to have young men take charge of him. There are numerous other cases such as I have related. The men think this treatment a great grievance, which they wish to have redressed.

7603. Pass to the next subject?—Lodging allowance to married men not accommodated in barracks was recommended so far back as 1872 by the then Inspector-General, Colonel Wood. It was not, however, granted, and the injustice has been severely felt ever since. I could quote several instances to show why it should be granted. I will just give one. The present Inspector-General has raised the pay of a recruit from 38*l.* to 52*l.* per annum, as per manuscript Circular of the 19th March last. The pay has been raised so as to enable him to live. Now a married man, receiving at the rate of 57*l.* 4*s.* per year, or 4*l.* 15*s.* 4*d.* monthly gross pay, has to pay monthly for house-rent, 1*l.*, cottage on his pay, at 1*l.* 5*s.* 6*d.*; cook at barracks, 1*s.*; or 1*l.* 2*s.* 6*d.* from his month's pay, leaving him 3*l.* 12*s.* 10*d.* per month. It takes the 12*s.* 10*d.* to keep his house on fire and light, and he has a balance of 3*l.* to support himself, his wife, and family, sometimes numerous, and to clothe and school them. The young man has 1*l.* 6*s.* 8*d.* more than the married man, so that it is evident if it takes 52*l.* to keep a man, which it does, 35*l.* is not able to keep a man and family for twelve months in all his wants. The married man must, therefore, deny themselves and their families the necessities of life in order to be able to keep a house over their heads. How they are able to live is a mystery to every one. I trust the Committee will see the justice of granting at least 10*l.* yearly for lodging allowance to married men not accommodated in barracks.

Sub-Constable
J. A. Kiddy.
31 Sept. 1883.

Sub-Committee
J. A. Joddy.
21 Sept., 1882.

7603. Pass to the next subject?—The next is the system of unfavourable records.

7604. We have gone fully into this subject. I do not think you need give your reasons for objecting, but make the suggestions you wish?—I would have them done away with after two years' good conduct. It is nine years since I got an unfavourable record, and it has injured me ever since. If I understood that two or three years' good conduct would blot it away, I would do my best to escape another. As long as the record stands against me I am ashamed of it, and nothing will release me from it except the grave.

7605. What is the next subject?—The next is that of allowances. The men feel satisfied with the allowances granted on the 25th April last, viz., 4s. 6d. per night, 2s. for twelve hours, and 1s. 6d. for eight hours in the day time. There is one matter, however, that requires to be again considered, extra pay for the night (section 565, Finance Code). A man must be absent twelve hours, commencing before 9 o'clock a.m., and not terminating until after 8 o'clock a.m. I am instructed to have this brought under the notice of the Committee to be redrafted, so that the man may be entitled to receive the nightly allowance for duty terminating at 8 o'clock a.m., as formerly (see Code). Men who left at 8 or 9 and returned at 3 in the morning got the nightly allowance.

7606. Mr. Harrel.—For ten hours?—Yes. The men would like to have it on the same system as it was before; because a man might leave the station at half-past 9 at night, and not return until half-past 9 in the morning, and he would not be entitled to the 4s. 6d.

7607. Supposing he got the night's allowance for any twelve hours' absence, three of which comprised the hours between 12 midnight and 3 a.m., do you not think that would be a very reasonable arrangement, instead of anything that of the twelve hours' absence six should be comprised between 9 p.m. and 3 a.m.?—It would be better, of course.

7608. But if he went out at midnight, under what I propose, he would get a night's allowance if he stayed out until 12 o'clock next day?—That would be fair.

7609. What is the next point?—Section 573 of the Finance Code requires modification. It makes no provision for the conveyance of a man's wife and family. A man is allowed certain expenses to cover the cost of conveyance of his boxes and furniture, but not a penny for his wife and family.

7610. Have you any precedent to establish your claim for the conveyance of a man's wife and family?—None that came under my notice.

7611. Are you aware that the transfer allowance for officers does not include the conveyance of their wives and families, or the transfer allowance of any other body of civil servants?—The soldiers get it.

7612. Do you know that even a smaller percentage of soldiers' wives get travelling allowance than get barracks accommodation, and that only 8 per cent are allowed to marry?—I did not.

7613. And 26 per cent of the Royal Irish Constabulary are at this moment married?—There should be more of them married, because their children make the best men in the force.

7614. Chairman.—Proceed to the next subject?—The present allowance for fuel being insufficient, we would ask to have it increased in the summer months from 11s. to 14s. a-month, and in the winter months from 14s. to 11s.

7615. Go on to the next?—We would ask that an allowance be given for boots, shirts, and socks, being a large item of a man's pay. The men in Belfast and Derry get 8s. 3d. per month for boots. We ask to be treated all alike.

7616. Mr. Harrel.—It is not a boot allowance?—Well, I will ask for a reasonable allowance for boots.

7617. Pass to the next matter?—The present allowance for making up clothing is not sufficient to meet the demands of the tradesmen. We ask to be allowed for each tunic 7s., instead of 5s. 6d., and for a trowsers 3s., instead of 2s.

7618. What is the next point?—We pay 1½ per cent. to the gratuity fund. The men would be better pleased to pay only 1 per cent.

7619. The Constabulary Force Fund is a matter in which the public have little concern. It is managed on self-supporting principles, and if you deduct ½ per cent. you must diminish the amount of the gratuities?—There are certain things taken out of it that we think should not be—for instance, rewarding policemen.

7620. Do you suggest, then, that rewarding policemen should be done away with?—I would suggest that they should be rewarded from some other source, and that the 1½ per cent. be devoted to the widows and orphans of members of the force.

7621. Chairman.—What is the next matter?—We would ask that 5d. instead of 2d. be granted as a burial allowance, the 2d. being insufficient.

7621*. Mr. Harrel.—Burial allowance is only given in the case of a man who died when serving?—Yes. It is not sufficient. I attended the funeral myself of a man, and we had to make up a subscription for the expense.

7622. Chairman.—Pass to the next matter?—That a constable in charge of a station be allowed to grant to any man under his charge twelve hours leave of absence in plain clothes by day or night.

7623. What is the next?—That barrack ordnances should be allowed to wear some distinctive mark of their duty other than wearing the belt and sword-bayonet, the which being considered by the men to be injurious to their health, particularly in stations where there are only a few men. For instance, where I am the men are taking the duty every second day. I never knew an instance of a barrack orderly being attacked.

7624. Pass to the next matter?—We would ask that the roll be called at 10 o'clock a.m. all the year round, and that the parade be at 10 a.m. every day. The public-houses do not close until 11 o'clock, and the comrades of the men might be beaten if a row was got up.

7625. Pass to the next matter?—The present system of constituting Courts of Inquiry needs reform. The Court should consist of not less than three officers, who should be sworn. The weight of evidence should be taken into consideration. The decision should be given at the termination of the inquiry, and the defendant should be allowed to employ legal assistance with full powers, the same as in ordinary Courts.

7626. Have you anything else on that subject?—It should be ever borne in mind that the soldier man should not be held accountable for the acts of his junior in case of drunkenness unless the senior be a party to the offence.

7627. Is there anything else you wish to suggest?—Colonel Wood, Mr. Duncan, and Colonel Hillier stated, at the Commission of Inquiry in 1872, that they wished the officers should be sworn at Courts of Inquiry, as it would add to the satisfaction of the men.

7628. Pass to the next point?—That the seven years for marriage should count on joining the force, as some men remain longer at the depot than others. Some men remain nine or ten months, and others four. They must have seven years' service in a county before they can get married.

7629. Is there anything else?—We require a peak to the forage cap as we had formerly, to keep the sun and rain from the eyes.

7630. Pass to the next point?—I am instructed to ask that the regulation stepping pay at the end of three months' sickness be done away with in cases where it is the visitation of God, but if a man

brings disease on himself let him put up with the consequences. Married men feel greatly the stoppage of pay, having a family to support.

7631. Is there any other subject you would bring under our notice?—Sub-inspectors' clerks ask to be taken into consideration, so that they should be granted some privilege, the same as clerks to county inspectors. They are hard worked, the same as the county inspectors' assistant clerks, and they ought to be taken into consideration. Another matter is, that the mounted men feel it a grievance to be discontinued at the age of 45. They wish to serve their time out as mounted men.

7632. At present a man's pay is diminished at the end of three months' illness. Suppose he remains sick for a much longer time?—Three months inside of six it counts against him.

7633. Would you say that when a man is sick for any period of time it ought to be diminished?—I think not. I would not be inclined to make a suggestion that it should. It would be the same hardship, no matter when it was stopped.

7634. Mr. Harrel.—As a matter of fact, if a man is sick any longer than three months he is reported

medically unfit, he goes up for medical examination, and he is discharged?—Yes.

7635. Chairman.—Go on to the next point?—I would ask that the county inspectors' clerks get something like 10*l*. or 12*l*., and the assistants 6*l*., and that sub-inspectors' clerks get a similar allowance to the assistants.

7636. Is there anything else?—That married men having accommodation in barracks should be allowed to keep their children over 16½ years of age under their own care, instead of sending them out to lodgings with strangers, particularly in the case of girls.

7637. You do not think it would be fair to have her allowed to remain in and she would be 19 or 20?—Until she would be settled in some position; because I believe she would be better under her father's care than outside. Another thing I wish to remark is, that married men do not get leave to sleep out unless the house is within 440 yards of the barrack. Suppose it was 467, ought not he?

7638. What do you suggest?—Inside the limits of a reasonable town.

7639. Is there anything else?—No.

[The Committee adjourned.]

SIXTEENTH DAY.—22ND SEPTEMBER, 1882.

Present:

Mr. R. O'SHAUGHNESSY, M.P., Mr. R. W. A. HOLMES, and Mr. D. HARREL, R.M.

Colonel C. A. CONN, *ex officio*.

Colonel

C. A. CONN.

22 Sept., 1882.

7640. Chairman.—You are inspector of constabulary for the Eastern Counties, Midland, and North-Western District in England?—Yes.

7641. How long have you held that position?—Since April 1869—about thirteen years.

7642. Have you been all that time in the same district?—Yes; and previously I was for about thirteen years chief constable of the West Riding of Yorkshire.

7643. The district, of which you are inspector, consists, of course, a number of county constabulary forces and a number of town or borough constabulary forces?—There are twenty-five counties with thirty boroughs consolidated, and forty-four other separate police establishments.

7644. Do you mean by that that the borough forces in those cases are part of the county forces?—Yes; the boroughs are watched by the county police.

7645. And the other forty-four forces, of which you speak, are constabulary forces belonging to particular towns?—Yes, separate and distinct in every way, and varying in strength from one man to 520.

7646. What is the entire strength of the force under you?—5,615.

7647. How many of these are comprised in the twenty-five county forces?—3,400.

7648. Does that include the county men employed in the boroughs in those counties?—Yes.

7649. Then the balance is the strength of the force in the boroughs?—Yes; about 1,600 in the boroughs.

7650. The main object of our inquiry is to learn the pay, the allowances, the deductions, the various privileges in the nature of lodging and clothing which those men have, in order that we may be able to contrast their

condition with that of the Irish Constabulary; and we also find it desirable to learn the ages at which the men enter, and when they leave, as a rule; what class they come from, and what is the nature of their duties. In addition, we require information on the sources whence the pay and allowances come; and there may be other minor details afterwards. Beginning with the question of pay, I believe there is no uniform scale or system of payment embracing all those counties?—No.

7651. Are there any different schemes or scales of payment under which the various systems of remuneration in the various counties and boroughs you have to deal with may be reduced?—I could hardly say reduced. There are model scales of pay which have been approved by the Government for adoption in all future instances where it is desired to make an alteration in the existing system. Hitherto all the forces have had different rates. There has been at times great competition. One force has given a little more in one direction and another in another; so that when men apply for more pay they point to the other force, which was giving more in a particular direction. Thus it was always a levelling upwork. Five or six years ago the Government approved of a set of scales of pay, leaving it optional with the local authority to select one of them.

7652. Has the Government made the adoption of one of those scales of pay a condition for obtaining Government assistance?—Very nearly so; the local authority is asked to consider the adoption of one of the scales.

7653. Mr. Holmes.—Do I understand that the rates of pay have hitherto been fixed by the local authority?—Relatively, subject to the approval of the Government.

Colony
C. A. Cobden.
22 Sept. 1882.

7654. To what extent do the Imperial funds contribute to the maintenance of the forces?—From 1867 up to 1872 the Government paid one-fourth of the pay and clothing. In 1872, by Treasury Minute, the Government agreed to pay one-half the expenses of the efficient forces. That was under a continuous Act, 18 & 20 Vict., cap. 63, sect. 16.

7655. Then one-half the cost of the police forces of which you have the control is contributed by the Government?—Yes; provided the forces are efficient; boroughs under 5,000 of population are excluded by 19 & 20 Vict., cap. 69, sect. 17.

7656. *Mr. Harrel*.—That was to prevent very small police forces?—It was with that object. I had twelve to begin with, and now I have only four.

7657. How is the money paid by the local authorities collected?—By the rates.

7658. In the shape of a police rate?—A watch rate.

7659. *Mr. Hobson*.—Is it a limited rate?—For boroughs it was limited to 8d. in the pound (22 & 23 Vict., cap. 52, sect. 6). They do not levy a special rate—they raise a rate to cover all; but it is virtually out of the borough rate.

7660. *Chairman*.—Am I to understand that an endeavour has been made to bring the various local forces in England under one or other of these scales of pay?—Yes, so far as my district is concerned, but by degrees.

7661. Are there still some local forces which remain outside these scales of pay?—A great number. There are about 15 or 16 forces with these scales of pay, and about 50 outside these scales; but they are all approximating towards them.

7662. Are we to understand that these various scales of pay have been laid before the various local authorities, and that they have been given the option of adopting them?—No, only when there is an application or movement for any increase of pay. The pay subject is so delicate that we never like to disturb it; but when it is disturbed we say, "Now you should accept one of these scales of pay."

7663. *Mr. Hobson*.—Is it the wish of the Government that the scales of pay should be uniform?—By degrees. It is very much desired that these should be adopted.

7664. *Mr. Harrel*.—Not exactly uniform, but according to the circumstances, necessities, and demands on the resources of the police of the different counties or boroughs that they should be accorded one or other of these rates higher or lower, as the case may be?—That one of those scales should be selected; but of course not that there should be uniformity, the requirements of the various towns and places are so very different. I produce the scales of pay proposed by the Government.

7665. *Chairman*.—I take the scales of pay which have been offered by the Government, as appears by the paper you have given me, and I find that the first scale given to a constable on appointment 12s. 10d. a-week?—Yes; that is low.

7666. Are there many places where that scale is adopted?—No, none at 12s. 10d. There are some at 12s. 10d., but not in my district.

7667. Assuming that that scale were carried out, how soon would the weekly pay of the constable who began at 12s. 10d. be raised to 21s.?—When he is 22. We consider that we two men who join the force are of the same quality. Up to a first-class man the period of service is all probationary.

7668. *Mr. Harrel*.—Then the constables on appointment to second-class are probationary?—Ratified probationary.

7669. And their being raised to the scale of pay of a first-class depends on their being declared fit?—Yes.

7670. *Chairman*.—When do they take duty?—Generally in a fortnight or about six weeks. They are put on an experimental first.

7671. They are considered sufficiently trained to commence at six weeks?—Yes, under close supervision. When he has got to 22s. 2d. a-week on the 12s. 10d.

scale he is a qualified man. We consider him a trained policeman.

7672. *Mr. Harrel*.—On the average, within what period does a man attain to first-class?—He ought to attain to first class in three years. He ought not to be longer, and if he is, he ought to be got rid of as a useless man.

7673. Who is the judge of his having attained to first-class?—Either the local constable who recommends him to the Watch Committee, or the chief constable of the county. It may so happen that a man will be in first-class within a year. He may have been in some other force and got his training, and it would be manifestly wrong to keep that man back by putting him in a groove with a man who has got to be trained. After two years in first-class he gets an increase of pay; after five years, or three more, another increase; and after eight, or three more, he attains to the maximum pay of his class.

7674. *Chairman*.—After how many years, under ordinary circumstances, would the maximum pay of 25s. 6d. a-week be reached?—Eleven years; it might be less by one or two years.

7675. To what class of places was it anticipated by the Government that this scale would apply?—In my district just at present to Bucks and Oxfordshire. Pay and books have been of much interest to me, and I made these calculations.

7676. You made these calculations in what year?—In 1878.

7677. Since then have the rates of pay in Bucks and Oxfordshire risen?—No. They have never been disturbed. In Oxfordshire the pay begins at 12s. 10d., and goes up by merit, &c., to 27s. 2d., ending higher than mine.

7678. Then this scale does not find an exact counterpart in the pay of any particular place you can point out?—Not exactly in any particular place.

7679. Has it been adopted in any particular place?—Yes.

7680. Where?—It has been adopted in its entirety in Cambridgeshire. That is all.

7681. Can you say whether the adoption of that particular scale has been proposed or discussed?—Not at all; they have never entertained it.

7682. *Mr. Hobson*.—As the Government contribute one-half the cost, is it the case that they leave to the local authority full discretion as to what scale they adopt?—Yes. The discretion of the local authority is not much interfered with, but I, as inspector, am generally consulted.

7683. *Chairman*.—Be kind enough to pass to the next scale, which begins at 20s. 6d. I—I have none at that.

7684. *Mr. Hobson*.—Nothing so low?—Nothing so low.

7685. *Chairman*.—You say the second has not been adopted?—None so low.

7686. Can you say whether the second has been discussed?—I do not think it has been entertained; it is too low for us, and I should not recommend it for any force I have.

7687. The periods of promotion from one class to another, and the increases of pay, may be taken to be about the same for all the different scales of pay?—Yes.

7688. The third scale begins at 21s.?—Yes.

7689. It goes on to 22s. 2d., 23s. 6d., 24s. 6d., 25s. 6d., and stops at 26s. 10d.?—Yes.

7690. That is to say, it gives a constable on an average, after eleven years' service, 26s. 10d. a-week?—Yes.

7691. Then the next step after constable is sergeant. On appointment there is a rise of from 21s. 10d. to 22s.?—Yes, generally.

7692. Then, after two years, the sergeant gets 23s. 2d.; after five years, or three years more, 24s. 6d.; after eight years, or three years more, 25s. 6d.; that is to say, he gets an increase of 3s. 6d. a-week after eight years' service as sergeant, and he stops at 26s. 10d.?—Yes. Sergeants are all placed in

one class, and the like periodical increment is attached to their pay as for constables at two, five, and eight years' service. It may be calculated that it takes four or five years before a man is appointed sergeant, so that provision is made for at least twelve years for the sergeant class. We have only one rank of constable, comprising three classes.

7713. Am I to understand that a constable is frequently promoted to the position of sergeant long before he obtains the pay, under the third scale, of 2s. 10d.?—Yes. This is really a provision for men who cannot get promotion. Promotion goes by merit, qualification, &c. But in some places they cannot get promotion where there are only three or four or five sergeants among thirty men. Seniority is fatal to any service. We want intelligent, efficient men, and no two men are alike.

7714. *Mr. Holmes*.—You said that to a force of thirty men there might be four or five sergeants?—Yes; but the number varies very much. In Lincoln, in a force of thirty-four men, they have one inspector and seven sergeants. There is another force of nine men and two sergeants; and another of ten men and three sergeants. Virtually, it means that there is not sufficient promotion to give the men, and they must take the best man.

7715. *Chairman*.—Returning to this third scale—which is the first of the Government scales lately established by the localities—I see the first rate of pay for sergeant is 2s. 6s. a week; after two years he gets 2s. 8d.; after five years, 2s. 10d.; and after eight years, 2s. 12d. This contemplates an increase of 6d. a week after eight years' service as sergeant?—Yes.

7716. I perceive from a note which is placed above that it is calculated that, under ordinary circumstances, a man takes four or five years before he becomes a sergeant if he is at all fit for the post, and that provision is therefore made for twelve years in the sergeant class?—Yes; eight years as sergeant, and, say, four years as constable.

7717. Passing, then, from the rank of sergeant to that of inspector, how long, as a rule, does a man remain a sergeant before he is made an inspector?—I have noted here that it takes a man ten years, but I should apply this with regard to counties. It does not apply to boroughs, nor does it apply to superintendents.

7718. What creates the distinction?—They have no superintendents scarcely in boroughs; but in Birmingham they have six superintendents. Instead of superintendents they have inspectors, and they pay three higher. A superintendent is a superior over a district of men. An inspector is not. If there is a large force in a borough there are 4 inspectors, and 2 of them out at night. There are 8 borough superintendents in my district, 6 of whom are in Birmingham.

7719. *Mr. Herold*.—In other places it is not necessary to have a higher grade than inspector?—No.

7720. Hence arises the large rate of pay to an inspector?—Yes.

7721. *Chairman*.—I think I asked you after how many years' service as sergeant does a man become an inspector?—From the time of his beginning he would be about ten years, or six or seven as sergeant.

7722. *Mr. Holmes*.—So that in the case of an inspector as in the case of a sergeant seniority is not considered, and what you look to is special merit in the man?—Yes.

7723. After five years an inspector's pay rises from 16s. to 16s. 10d.?—Yes, in counties.

7724. And he reaches the maximum after ten years, namely, 11s. 3s.?—Yes, provided he starts at 10s.

7725. *Chairman*.—You have spoken of the rank of head constable. I understand the head constable is a man appointed by the local authority to supervise the police of the town?—Exactly.

7726. The title and position he gains necessarily by promotion from the rank of constable in the town?—No. It is very seldom given to a constable of the same force.

7727. He is chosen for the town from outside quarters, just as the chief constable is chosen for the county?—Yes.

7728. Can you tell us whether any, and what localities in your own district, have placed themselves under this 21s. scale?—King's Lynn and Norwich, and also Merionethshire.

7729. What is the strength of the force in King's Lynn?—32 men, and in Norwich, 97; I think 109 now.

7730. Can you say why it was that this scale of pay was adopted in these two towns?—Because it was thought to suit. The previous rates were small. The general rates of pay are less in the eastern counties.

7731. *Mr. Holmes*.—Is that because the rates of wages in the eastern counties are lower?—Yes. That is an element in the calculation.

7732. *Chairman*.—When was it that Merionethshire adopted this scale?—It was authorized in 1877.

7733. Is Merioneth an agricultural county or a pastoral?—It is more of an agricultural county. It is mainly meadowland, and each man has 1,500 acres to supervise, so that they are well apart. There is little crime there. As to wages, there is nothing to guide us.

7734. Does the force in Merioneth do duty for any large towns?—Dalrymple and Bala, and at the quarry. It is a very small force—only thirty-four men.

7735. Now, passing to the fourth scale, that, I see begins at 21s. 7d.?—Yes; I have several upon that.

7736. It begins with 21s. 7d. for a constable?—Yes.

7737. The highest rate for a constable under it is 27s. 5d.?—Yes.

7738. The sergeant begins at 28s. 7d.?—That varies a little. One will begin at 27s. 5d.

7739. The sergeant ends at 32s. 1d.?—Yes.

7740. The pay of the inspector, I presume, begins at 100l. and ends at 115l., as in the case of the scale we have just discussed?—Yes, in counties. Counties have taken up this scale.

7741. Tell us what districts have taken up this fourth scale?—Cambridgeshire with 70 men; Hertfordshire with 130 men; Huntingdonshire with 52 men; Rutlandshire with 13 men, including 1 chief constable, 1 superintendent, 1 inspector, and 1 sergeant, and the borough of Ipswich with 50 men.

7742. Do those counties present similar circumstances as to prosperity and condition?—No. Bedfordshire is metropolitan; it is underpaid, I think, comparatively.

7743. Are there more towns in Hertfordshire?—Yes. Part of Hertfordshire is metropolitan, where they pay higher.

7744. With the exception of that, they are eastern counties?—Yes.

7745. Are there many towns in those counties?—Not of any size. There is Cambridge, and there they pay higher.

7746. Are the towns, as a rule, in those counties supplied with protection by the county force, or are there among them towns which have their own special police?—A few.

7747. Be kind enough to name those towns, taking each county?—In Cambridgeshire, Cambridge, in Hertfordshire, St. Albans, and Hemel Hempstead.

7748. Now, we will pass to the fifth scale of pay which for a constable begins at 22s. 2d. and ends at 28s.; for a sergeant it begins at 29s. 2d. and ends at 32s. 8d.; and follows the ordinary course with regard to inspectors. Will you be kind enough to tell us what districts have adopted that scale?—Devonshire is the only one.

7749. Do you know whether it has been discussed in any other counties?—No.

7750. What are the features of Devonshire?—It is mainly a colliery district.

7751. And, therefore, a district where there is a good deal of police work to be done?—Yes, rough work. There are seventy-nine men in it.

7752. Do you know whether the ordinary rates of

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wages are high?—Pretty good. They run with the ordinary trade up and down.

7732. Are the rates of agricultural pay high?—No; I do not think they are much. It is the mining that runs.

7733. This county may be taken as a county typical of those which would give a good deal of work to the police?—It does. Lately it has given a great deal.

7734. Pass to the sixth scale?—That begins at 22s. 6d.

7735. A constable begins at 22s. 6d., and ends at 28s. 7d.; and a sergeant begins at 22s. 6d. and ends at 35s. 5d. How many localities have adopted that scale?—I have only one, Carmarthen.

7736. What class of county is Carmarthen?—It is agricultural, and has quarries, and is frequented by tourists and visitors.

7737. Are there many towns to be dealt with in Carmarthen?—No, Bangor and Carmarvon; and these are only visiting places. There are no towns.

7738. Would you say that it is a county requiring as careful police supervision as Denbighshire?—No; I think Denbighshire is more underground; but Carmarvon is a highly paid county. I consider we pay the police high, 22s. 6d. up to 27s. 3d.

7739. Mr. Hobbs.—Is it due to the fact that the rates of wages are higher there?—Yes.

7740. And the cost of living higher too?—Yes. You may safely put it down that the police pay ought to be 5s. a week more than the rate of wages, because there is Sunday for labour and no half-holiday.

7741. Mr. Harrell.—Is a week above what class of labour?—The highest rate that can be given.

7742. Is it unskilled labour?—Unskilled labour. That is a matter of opinion, as I may mention is reference to the county of Lincoln, in which the pay is also high.

7743. Chairman.—Take the seventh rate of pay?—I have Northampton borough. For constables that scale begins at 23s. 6d., and ends at 29s. 2d.

7744. Now, having disposed of those Government scales of pay, we will pass if you please to the actual scales of pay in places which have not adopted those of the Government. Those scales of pay I understood were adopted by the Government on the analogy of various gradations which were found in the various counties and towns in England. Will you be kind enough to tell us what places in your district which have not adopted the Government scales resemble in their rates of pay the first or lowest scale?—In the rise to the maximum of the lowest there are one or two as low, but at the starting point of 12s. 10d. there is only one.

7745. What is the one?—Oxford. The county of Oxford begins only at 12s. 10d.

7746. Does that county follow the general course of increase suggested by the first scale?—No. There is a perfect difference in the scales.

7747. Is it more favourable, or less favourable, to the men?—More favourable for a great deal.

7748. After eight years, for instance, in the county of Oxford, what would be the pay of a constable?—There is part of it by merit. There are three rates, of which the last, 5s., is by merit, and that means anything you like. Here is something like the scale of Oxford; it begins at 12s. 10d.; for second class, 12. 2s.; and for first, 12. 4s. 2d.; and then 12s. 11s. 3d., which is discretionary; after seven years, 12. 6s. 3d.; after fourteen years another 1s., and after twenty years another 1s., or 28s. 3d.

7749. What is a sergeant's pay?—He begins at 28s. 7d.; at seven years he gets 50s. 1d.; at fourteen, 51s. 7d.; and at twenty, 52s. 1d. There is provision made for a man on becoming effective to encourage him to stay on till he is well on.

7750. Passing to the second scale of pay, tell us what counties and places in your district resemble in their rates the second scale which begins at 20s. 6d.?—Northfolk begins at 20s., with 33s. 6d.

7751. What I want to know is not what counties resemble it in the beginning, but in the features

generally throughout?—There is a rise of 6s. in the whole course of a man's life as a constable in Norfolk. He begins at 20s., and ends at 26s. That is pretty well the run all through.

7752. Are there any other counties that you would say resemble it?—Not so low as that. There is Suffolk, East and West, 20s. 5d. These two eastern counties are very low. Suffolk, East and West, resemble the second scale, only the rate does not go up anything like that of the scale, the highest being 24s. 6d.; and the men appear satisfied.

7753. How does the sergeant fare in Suffolk?—He gets 27s. 5d., and nothing more. He is appointed at that, and there he remains.

7754. How does the inspector fare?—He begins at 50s., and gets as far as 88s.

7755. Describe the conditions of Suffolk and Norfolk as affecting the police force?—Entirely fishing and agricultural.

7756. The important towns in these counties have their own forces?—Yes.

7757. Mr. Hobbs.—Agricultural wages are very low?—Very low.

7758. And the cost of living corresponds?—To a certain degree. Labour is cheap and plenty. There is no difficulty in getting recruits, and very good recruits, too.

7759. Chairman.—Tell us, please, what counties resemble generally the features of the third scale?—Buckingham hardly goes high enough for this scale, but it begins at about 21s. Shall I give you boroughs as well?

7760. Yes, please?—Isle of Ely. There is a little borough called Suthay, with only seven men—a head constable, sergeant, and five men, and a very good little force it is, too; Worcester city. Then we have Flintshire and Montgomeryshire, taking 20s. 10d. as 21s.

7761. Worcester is an important city?—Yes; the pay begins at 21s. 1d. and goes up to 28s. 4d. for a constable. Sergeants have 28s.; but get to 31s. 4d. for length of service.

7762. And the inspector?—There is no inspector.

7763. What is the population of Worcester?—35,800.

7764. What are the features of Flintshire?—Agriculture, mining, and chemicals.

7765. It is to be presumed the constabulary there have some arduous duties?—In some parts they have lively work.

7766. Are the rates of wages high?—Pretty good, when there is work. It is foreign in a sense.

7767. Irish labour?—No. The Irish do not go much into the mines.

7768. The rates of pay are not so high as in Carmarvon?—No.

7769. Do you consider the men in Flintshire adequately paid?—No. As a personal opinion I think the men in Flintshire are underpaid. I think they ought to be paid as well as in Denbighshire.

7770. Montgomeryshire you mentioned as another county with a similar scale. What are the characteristics of Montgomeryshire?—A few towns, factories in spots here and there, and the rest chiefly agricultural.

7771. Are the rates of wages high?—No; moderate.

7772. Are the rates of wages in Montgomeryshire ruled by the demands of agriculture or by factories?—I do not know that.

7773. Pass to the fourth scale, and tell us the counties whose rates of pay are similar?—Shropshire, from 28s. 2d. to 35s. 3d.

7774. Then Shropshire, though it begins a little over the lowest rate in the fourth, steps much under the highest, which is 27s. 5d.?—Yes, under. It does not get to the highest, and that is the difficulty of defining for what you want. I began with these various rates of pay, and thus you see the object of this scheme to give men individual interests, and prevent mendacity and round robins.

7775. Pass to the sergeants in the county you have

just mentioned?—They begin at 2s. 10d. and go up to 3s. 6d.

7736. What are the conditions of Shropshire?—Agricultural. There is a little slice of black country by Wellington, but it is mainly agricultural.

7737. There are some important towns in the county?—Yes.

7738. Are they provided with their own forces?—Yes. Ludlow, a little place; Bridgnorth, another small place; and Shrewsbury, a factory town.

7739. What places resemble scale 3 in your district?—Kens begins at 2s., and goes up to 3s.

7800. That is to some extent a metropolitan county?—And the men call it so. There are oyster and other fisheries. There is much work along the metropolitan border. We have Bedfordshire, in which the pay runs from 2s. 2d. to 2s. 1d.; and Leicestershire, in which it begins at 2s., and goes up to 3s.

7801. The county of Essex is to some slight extent of a metropolitan character, and to a large extent agricultural?—Yes.

7802. Does it contain many large towns for which it makes provision by the county force?—Only Chelmsford.

7803. Has Southend a force of its own?—No.

7804. You also spoke of Leicester as coming under this scale. What are the characteristics of Leicester?—Agricultural and some factories. The pay begins at 2s. and goes up to 3s. They keep on increasing pay for length of service. They have about twenty different heads of pay—on successive number. There is a periodical increase of 1d. a day after each three years up to twenty-one years. Twenty-four years from the beginning before he gets his maximum.

7805. Are the rates of wages high?—Pretty good; it is a milked county.

7806. You attribute to the high rate of wages the favourable circumstances under which the police are placed?—Yes.

7807. What class of duty have they to perform?—At stone quarries, corn markets, and the suburbs of big towns.

7808. What is the strength of the county force?—146.

7809. Does it take charge of any important towns?—Not of any very large towns. It takes charge of towns with about 5,000 of a population—Market Harborough, Melton, and Loughborough.

7810. Take the town of Leicester. I understand you to bring that under scale 3?—Yes.

7811. What do they begin at in the town of Leicester?—At 2s. 6d.

7812. What is the strength of the town force?—123. There are twenty different heads of pay. The pay for constables begins at 2s. 6d., and goes up to 3s. 2d.

7813. How do the sergeants fare?—They get from 3s. 7d. to 3s. 6d. Inspectors get from 10s. to 11s.

7814. What circumstances are there in the town of Leicester that have led to those high rates of pay?—Additional pay for length of service was given irrespective of grade, but conditional on good conduct.

7815. What are the circumstances connected with the town which have led to those high rates?—As a normal state of pay, from the position of the place, that force ought to begin at 2s. 6d. or 2s. 9d.

7816. How do you account then for having such high rates of pay?—Because the men work up by the penny a day, not from the time they were first-class constables, but from the time of their entering the service.

7817. Why was it that this extremely remunerative scale of payment was adopted?—It is a town that has risen up immediately during any time.

7818. Into importance as a manufacturing town?—Yes. In 1861, Leicester had a population of 48,000; in 1871, it had 60,000; and now it has 120,000 or 122,000.

7819. Mr. Herrell.—The strength of the force is 123?—Yes. About one constable to 1,000 population. The town of Birmingham gives many more; but we consider the proportion should not be less than 1 to

the 1,000. Sir George Grey told us that was to be about the minimum in view of efficient numbers.

7820. Chairman.—Will you pass to the sixth scale of pay?—Staffordshire begins at 2s. 6d. and goes up to 3s.; Wolverhampton begins at 2s. 6d. and goes up to 3s. 10d.; Halesley begins at 2s., and goes to 2s. 6d.; Birmingham begins at 2s., and goes to 3s.; Coventry begins at 2s. 1d. and goes to 2s. 8d.; Loughborough begins at 2s. and goes to 3s. 8d.; Lincolnshire begins at 2s. and goes to 2s.; Boston in Lincolnshire, begins at 2s. and goes to 2s. 8d.; Great Grimsby begins at 2s. and goes to 2s.; Lincoln city begins at 2s. 6d. and goes to 2s. 7d.

7821. Mr. Hobson.—Do you consider the highest of the Government scales is too low for large and wealthy towns?—No; not in my district.

7822. Because in these towns you have just mentioned the scales of pay are higher?—Still my highest scale begins at 2s. 6d., and ends at 2s. 2d.

7823. Chairman.—May it be taken for granted that the three for increase of pay and promotion to the posts of sergeant and inspector in those various places resemble in a general way the time for promotion and increase of pay given by the Government scales?—No; quite different.

7824. Take, for instance, Birmingham. How long is a man rising on constables in Birmingham before he reaches to 3s. 2d.?—Time service rules in Birmingham. In six months he gets 1s. 3s.; in twelve, 1s. 6s.; in five years after (that is, six years) he gets 1s. 8s.; and after eleven years (that is, five years) he gets the maximum, 3s.

7825. Mr. Hobson.—What is the population of Birmingham?—407,000, and the strength of the police at present is 520.

7826. Chairman.—How soon is a smart man likely to be made a sergeant in Birmingham?—I cannot possibly tell. It depends entirely upon his qualifications and the vacancies.

7827. I suppose instances are known, as in other places, of a man being sergeant after four or five years?—Oh, yes; they get quick promotion there at times.

7828. Mr. Hobson.—Of the 520 how many are constables?—434. There are 65 sergeants, 24 inspectors, 8 superintendents, including chief clerk and the head constable.

7829. Chairman.—What rate of pay do the sergeants receive?—3s., 3s. 6d., 3s. 9d., and 3s. 12d., at wages of five years.

7830. The inspectors' salaries go up pretty high?—10s. 4s.; after five years, 11s. 1s.; and after ten years, 13s. There are 21 to a force of 520.

7831. Mr. Hobson.—What have the superintendents?—10s., 17s., and 18s. This year I am going to recommend to raise their salaries. They are a very important body of officers, with 100 men each.

7832. What increase do you suggest?—To begin at 15s., so that in any future promotion we have 10s.; then 17s. at the end of five years, and 20s. at the end of ten years.

7833. Chairman.—Take the county Stafford, which is included among the places resembling scale 7?—It is pretty nearly based upon that.

7834. That county gives hard work to the police?—Yes. They have there a harnack system, which entails a great number of single men. It is not, I think, a good system. Still, there are those big buildings to be occupied. That would be, however, tending upon discipline.

7835. In Staffordshire what does a constable begin at?—2s. 6d.

7836. How long does he take to reach the maximum pay as constable, as a rule?—He begins at 2s. 6d. as a sort of probationer. Then, when he is fit for duty he gets 3s. 12d., that is, when he has been a short time at head-quarters. We cannot keep many men together for much time. He has 2s. 1d. after six months, 2s. 3d. after twelve; after two years 2s. 10d.; after five years 2s. 6d.; and after seven years 2s. So after eight and a-half or nine years he gets 3s.

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28 Sept. 1882.

7837. *Mr. Hobson*.—What do you mean by saying you cannot keep many men together?—We have not depots of any size to keep recruits together at any of our headquarters. Accommodation is somewhat limited. But in Staffordshire there is a sort of depot at head-quarters to keep a few.

7838. What is the strength of the Staffordshire force?—536.

7839. *Chairman*.—When a Staffordshire man becomes a sergeant what does he receive?—30s. 6d. and in two years 31s. 6d.; after five years 32s. 8d. There he stops. When he becomes an inspector he gets 100s. 7s. 6d.; after two years 104s. 18s. 6d.; and after five years 106s. 10s.

7840. Does the Staffordshire force take charge of any considerable towns?—Yes, Stoke and others.

7841. Stoke is a very important town?—Yes; and they also watch Longton, Tipson, Burslem, Wellesbury, Hilton, West Bromwich, and other places.

7842. Are these all towns presenting considerable difficulties to the police force?—Yes.

7843. The rates of wages I presume are high?—Yes.

7844. Are the constabulary generally chosen from the inhabitants of the county?—Pretty well, not specially, but it happens they are so.

7845. *Mr. Hobson*.—From what class in the community are they principally drawn?—All sorts; by choice from agriculturists. Some are tilthmen, but not very many; some tilthmen, clerks, and servants, and short-service soldiers. I have seen some miners this year; I recognize them by a mark sometimes.

7846. *Chairman*.—What do you mean by that?—If you see a man with a blue scar it is usually the sign of a miner who has been struck in the mines.

7847. *Mr. Halse*.—Is the largest proportion drawn from the agricultural classes?—Yes, if they can be got.

7848. But are they so drawn?—Yes, two-thirds.

7849. I suppose agricultural wages are very high?—Not agricultural wages, but it is the other wages that run up the rate—the wages for those in the black country.

7850. *Chairman*.—Pass to the town of Wolverhampton, with a population of 75,000. The rates there are lower than in Birmingham?—Yes, 23s. 3d. to 25s. 10d.

7851. And the sergeants?—25s. to 31s. 6d.

7852. Leaving the towns for a moment, you speak of Lincolnshire. Tell us, please, about Lincolnshire?—You may call it agricultural and quarry works. They quarry iron-stone, and the pay is very high there. Lincolnshire borders on Yorkshire, which pays high, and also upon the north, and it is obliged therefore to keep up with them. The constables begin at 24s. and go up to 29s.

7853. How long does it take a constable to get up to 29s.?—His pay begins at 26s. He is first class when he is qualified (say, after three years). In two years he gets 28s. 3d., and in five more 29s. You may put it down as ten years before he reaches the 29s.

7854. What does the sergeant get?—The sergeant begins at 30s., and goes to 32s. That is seven years for a sergeant, and you may count five in the county before, that is twelve years. An inspector has 30s., and he goes to 310s. in ten years. In Lincolnshire an inspector will probably have eighteen years' service before he gets the maximum as inspector.

7855. You mentioned a smaller class of town, the city of Lincoln for instance; what are the rates of the city of Lincoln?—It has 37 men for a population of 37,000. The constable's pay begins at 24s. 6d., and goes up to 28s. 7d.

7856. That town, like the county of Lincoln, is very much influenced by the higher rates of Yorkshire?—Yes, and the country about.

7857. What does a sergeant in the city of Lincoln get?—31s. 6d. to 32s. 6d.

7858. And an inspector?—51l. I may say 51l. is the ordinary rate of an inspector to begin with throughout with us in the smaller boroughs.

7859. Be kind enough to think for a moment of some two or three towns of about 40,000 inhabitants in your district which have special forces, and tell us what their fixtures are?—Great Yarmouth for fishing. Half the people abroad at one time of the year.

7860. What is the extent of its force?—40 men, or 1 policeman to every 573 of the population. The rates of pay begin at 22s. and go up to 26s. 6d. for constables; at 35s. 10d. and go up to 30s. 6d. for sergeants; and 51l. for inspectors.

7861. Are the rates of wages low in the neighbourhood of Yarmouth?—I should say they were low.

7862. Please to mention another place?—Peterborough with 18 men; 1 policeman with only 14; King's Lynn with 25.

7863. Tell us about Peterborough, please?—In Peterborough there are 18 policemen to a population of 31,000, and they have just added 3 men more, making the proportion 1 to 1,600. The pay is 22s., and the highest 25s. 6d. for constables.

7864. How long does it take to attain to the 25s. 6d.?—Many constables after three years. The first class get 25s. 6d. at discretion whenever they are fit. Then a man may be made of the merit class at 26s. 6d.; after three years he will receive 1s. a-week, and after every subsequent period of five years more 1s. a-week. It is a lumpy, cumbersome way.

7865. Leaving the town forces for a moment, is there any one of those counties you have mentioned, or of counties which you have not mentioned, which you would say was a sort of typical average, or a sort of mean between others that you have mentioned?—I will.

7866. *Mr. Harrel*.—Would you also think of a county which comprises within it some towns watched and attended to by the county force, as I take it that the pay of a county force is the same for the men who are in the rural districts and the men who are in the towns which that county force watches?—Yes. Staffordshire is a very good specimen in my district as containing a force that has work to do with a lot of towns attached to it, and where, I think, the rate of pay is a very suitable one for the present time.

7867. But that is one of the most highly paid counties in your district?—It happens to be so; but I do not think it is a bit over the mark.

7868. Not for the conditions of Staffordshire?—No. The further I go east I get cheaper.

7869. Is there in the eastern counties, which contain a considerable number of towns, any town from 10,000 to 20,000?—Yes; Bury St. Edmunds, in Suffolk West.

7870. Or even from 5,000 to 8,000?—No; they have separate police establishments.

7871. Are the separate police establishments of those towns more highly paid than those of the counties in which they are situated?—Generally. In the counties sometimes there is an allowance made for high rent. In the towns there is none, and the men have to pay their rent, which is higher than in the counties.

7872. *Mr. Hobson*.—Frequently, does it come to this, that the higher rate given in the towns is to compensate the men for the absence of lodging allowance?—Yes; rents are higher. In many of the counties—it is not universally the case—when the rent is above 2s. a-week the county will pay out of the rates the difference beyond 2s. In the boroughs there is never such a thing known.

7873. *Chairman*.—Do you think the difference of pay given in the towns over the rates of pay in the country was intended to meet that?—Not entirely; but it is a matter of great consideration no doubt.

7874. *Mr. Hobson*.—Suppose the counties adopted the Government scale of pay, would they continue to pay the lodging allowance where the rent was over 2s. 6d. a-week?

7875. It would come to this, that where a town adopted the Government scale, a man in the town would be worse paid than in the county, because in the county he would be getting a lodging allowance over and above 2s. 6d.—The county of Cambridge has adopted

one of those scales, 21s. 7d.; but in the borough of Cambridge, where they have higher rent, the pay begins at 25s. 7d., and goes up to 28s. 8d.

7876. *Chairman*.—Take the case of a member of the county constabulary, where he has to get lodgings in a town, he gets whatever is over 2s. ?—The excess of 2s. in his rent; but the expense of living is not so much in towns. It is more than that in certain places in the counties where it is desirable to have a policeman, and you cannot have him there unless you pay for the house. But the house is taken with the approval of the chief constable. This is the rule in many counties. I can ascertain all if you wish. In boroughs no such arrangement is made, and consequently rent is a consideration in rates of pay.

7877. Now, pass to the small towns which have separate forces, and give us some instances of them ?—Grantham has fourteen men for about 14,000 people.

7878. What do they pay the constables there ?—22s. 2d. to 26s. 10d. and 28s.

7879. How long does it take to reach 26s. 8d. ?—About three years to first class, and then two more. It is really a new force. It was a little force of six, and has been added to in the last two years.

7880. When a man becomes a sergeant in Grantham, what does he start at ?—There are two at 28s., and another at 30s. 4d. There are three of them. There is not much chance of promotion in a place like this.

7881. Is there any other town besides Grantham which you could mention ; take Cambridge ?—Cambridge is rather for education.

7882. You mentioned King's Lynn ?—It would hardly do for you. It is in the cheap country, the eastern counties district. There is a good force there.

7883. What is the population ?—18,000.

7884. How many men have they in the force there ?—Twenty-two men.

7885. What are the rates of pay ?—21s. to 26s. 10d. on our scale.

7886. You count King's Lynn a low rate of pay ?—Yes. It is the lowest almost I have.

7887. That is, in point of fact, on your third scale of pay ?—Yes.

7888. Is there any town smaller than King's Lynn you could refer to as to—Suffrey, purely agricultural, in West Suffolk. It has a population, according to the last Return, of 6,000, and it has a nice little force of seven men. The pay ranges from 21s. to 26s., and the sergeant has 28s.

7889. *Mr. Harrel*.—Your proportion is one policeman to 1,000 of a population 1—As for boroughs, but not for counties ; it is about one to 1,200 in the counties. Indeed, the proportion is 1 to 1,500 and 1,600 in some counties, and 1 to 1,800 in boroughs. With regard to the rates of pay, it may be said that in the smallest district the rates of pay range generally between 21s. 7d. and 28s. for constables, and between 28s. and 31s. 4d. for sergeants. Inspectors receive from 31s. to 110s. in counties, and 31s. to 120s. in boroughs. But there are exceptional cases where the rates of pay are less and sometimes more.

7890. *Chairman*.—Passing from the subject of pay to that of allowances, are there any money allowances ?—No. The only shadow of money is where a detective officer has a clothing allowance in lieu of clothes ; so that you may virtually consider that nothing. They keep an old set of uniforms to show up at inspections sometimes.

7891. *Mr. Harrel*.—All these police forces receive their regulation clothes ?—Yes.

7892. But they generally receive no clothing ?—Nothing for plain clothes.

7893. *Chairman*.—Do they receive boots ?—They grant up to 9d. a week ; some 6d. and some up to 1d. In some places they are supplied with boots.

7894. *Mr. Hobson*.—If they are supplied with boots, how many pairs in the year ?—Two pairs.

7895. If they are not, they receive a weekly allowance not to exceed 9d. ?—Yes, and it is not fair to give them less.

7896. Do you think that allowance is sufficient ?—I do, plenty ; I think 7d. would barely do it, but 9d. is enough.

7897. When the men are supplied with boots, do they find the two pairs sufficient ?—They do. I never hear a word of complaint, but the men do not like it ; they would sooner get the allowance, I think.

7898. Why ?—Because the boots with which they are supplied do not always fit them well. If a man goes to too, and gets a constable's worn-out boots, he does not like it.

7899. Are the boots supplied by Government ?—The Government do not supply, but a contractor.

7900. Where the boots are supplied by a contractor, have the men to execute the repairs ?—Yes, I think so. It is a very good thing, too, that any allowance should go direct to the men.

7901. *Mr. Harrel*.—The clothing is made up for the men ?—It is done by contractors, either in the town or by London contractors, according to their custom.

7902. But it is fitted and made perfect in every respect ?—Fitted in every way, and right well fitted, too, generally.

7903. *Mr. Hobson*.—The men are at an expense !—Not for clothing. Perhaps you would like to know what clothing they have ?

7904. Yes. — They have a hat or helmet, a tunic every year, two pairs of trousers, two pairs of boots, or an allowance in lieu ; a great coat biennially, and, where they choose to have it, a serge jacket biennially, and a cap every three years for wet weather.

7905. *Chairman*.—If they do not choose to have the serge jacket, do they get anything in lieu of it ?—No. This is an additional garment we asked for in hot weather.

7906. Has it come into general use ?—No ; but it is used by a great number of forces.

7907. Is it a hood garment ?—No.

7908. *Mr. Hobson*.—Do you think it is better to supply the men with boots, or to give them a boot allowance ?—A boot allowance undoubtedly. Unhesitatingly I say that.

7909. *Chairman*.—Please say whether there is any regulation compelling the men to have a suit of ordinary clothes ?—No ; but all chief constables require every police officer to have a respectable set of plain clothes.

7910. *Mr. Hobson*.—Upon joining ?—Yes, and always to appear in it when off duty.

7911. And he must provide it at his own expense ?—Yes.

7912. *Chairman*.—Out of his own pocket ?—Yes. We take no notice of it.

7913. But there is a regulation ?—When I was chief constable, I went so far as to make my men parade in there to show they had suitable plain clothes occasionally.

7914. *Mr. Harrel*.—Do they take their regulation clothing when they go on leave ?—No. They leave it at home.

7915. When off duty, are men permitted to dress in plain clothes ?—Yes.

7916. *Mr. Hobson*.—Do you think that a man is obliged to get a suit of plain clothes every year ?—They are not obliged to get a suit every year.

7917. What do you suppose a suit of plain clothes would cost a man ?—In Wales 2 guineas for a summer suit, and 2l. 10s. for a winter suit. That is what I have paid.

7918. *Chairman*.—That would not include a top coat ?—No. They all go with good clothes, and keep them up.

7919. A certain amount of duty is done by your men, exclusive of detective duty, in plain clothes ?—No.

7920. With what object do you insist on their keeping plain clothes, then ?—They could not go about in uniform when off duty, — they would wear it out.

7921. Then, as I understood, the object is that they may use the plain clothes when not discharging their duty ?—Yes, when at home, and for personal conveniences.

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7922. When you speak of wearing their plain clothes when not on duty, do you mean that after the hours each day when their duty has been performed, they are then to take off their uniform as a habit and put on their plain clothes?—No. The county police are supposed to be always on duty. Whenever they get round from patrol and come in, they take off the uniform till they want it again.

7923. That is the practice every day?—Yes. If you go into their houses you will find them with uniform trousers, perhaps, and in their shirt sleeves or with an old coat on.

7924. Mr. Hobson.—Then, in point of fact, they are obliged to have a suit of plain clothes for the purpose of saving their uniform?—Not for saving the uniform exactly.

7925. You said if they had not a suit of plain clothes they would wear out the uniform?—They would, of course; but it is a little bit difficult to accept that as the object of having the plain clothes. They prefer doing duty in plain clothes, only we do not allow them. They all enter the service with one or two suits.

7926. Chairman.—Is there any regulation compelling the men to have a suit of plain clothes?—No.

7927. But it is taken for granted, that for the purpose of private wear they will have a suit?—Yes. With us, the difficulty is rather the other way to get them into uniform, because they all come with one or two suits. If you ask the men to go in plain clothes, it is never thought of as a hardship. They like it.

7928. Mr. Harrel.—What becomes of the uniform?—It is sold.

7929. It is not given to the men after duty?—No. By law it is obliged to be sold, and the proceeds go to the expropriation fund.

7930. Chairman.—I now come to allowances of another kind. Is there any allowance made to the constabulary of your district for the purpose of lodging?—A great number of the head constables are provided with residences at the police office.

7931. The head constable being what answers for the purpose of town duty to the chief constable in the county?—Yes, the chief officer of police.

7932. But for the inspectors, sergeants, and constables, is it customary to make any allowance for lodging?—No. There is no such thing as an allowance with regard to the boroughs, unless the house happens to be there.

7933. Are the men ever provided with lodgings in barracks in the boroughs?—Yes.

7934. Generally, or only in some cases?—It is very exceptional. It is the case in Birmingham, Wolverhampton, and a few other places.

7935. When that provision is made by Birmingham, Wolverhampton, and some other places, is there a corresponding deduction made from their pay in respect of it?—The men pay 1s. a-week for the lodging allowance. That is a deduction, but they get for it lodging, clean sheets, and washing, as an equivalent.

7936. Mr. Harrel.—Does it include cooking and the providing of new materials?—I am not sure of that; I think the men is separate.

7937. Mr. Hobson.—When the men are provided with accommodation in barracks, are they also provided with fuel and light?—Yes, for that money. They have gas in barracks.

7938. In Birmingham are most of the men accommodated in barracks?—All the single men are, to the number of about 260. I think there are about 30 men, more or less, in each of the 6 stations.

7939. Chairman.—As a rule, then, do the married men in Birmingham live out of barracks?—Yes.

7940. Mr. Hobson.—Are there any men not accommodated in barracks?—Not in the town.

7941. Chairman.—Married men living outside barracks in Birmingham get no allowance for lodgings corresponding to the actual provision made for their single comrades?—Nothing at all.

7942. Then he gets nothing?—He is free from barracks life, and has his own home. Boroughs will not

entertain the question of paying extra rent like the counties.

7943. Passing to the counties, tell us what provision, if any, is made for lodging accommodation in counties?—In counties, at every station-house one or two officers live.

7944. Do the officers pay anything for the accommodation they get there?—Yes, on a fixed scale for grade.

7945. The fixed scale of the particular grade to which they belong?—Yes.

7946. Mr. Harrel.—What is a station-house?—Where there are cells.

7947. Mr. Hobson.—And where charges are taken?—Yes; and generally where there is a petty sessions room.

7948. Chairman.—Are those men who so reside in the station married men?—The officer is generally a married man. There is always a married man in the station-house.

7949. Take the men who do not reside in the barracks, but outside; what allowance is made for them?—In some counties all rent above 2s. is paid by the county, but the house must be taken with the sanction of the chief constable.

7950. Above 2s. a-week?—Yes.

7951. It is, perhaps, a very difficult question to answer: What is the average cost of lodgings of the unmarried constables in your district?—2s. 6d. per week for lodgings in a village, and 1s. more for washing.

7952. Mr. Harrel.—Then, in point of fact, for lodging alone the county would only contribute 6d. of the 2s. 6d.?—I was talking of single men; but where the county pays the excess of 2s., it is in the case of a house taken for a married constable.

7953. Chairman.—Is this allowance of money paid over 2s. confined either theoretically or practically to the case of married constables living outside?—Yes; to married men.

7954. And single men do not get it if they have a house?—Single men do not get it at all. How can they? They only pay 1s. for barracks accommodation.

7955. Mr. Harrel.—Then the instance you gave us of 2s. 6d. a-week paid by a single man is all out of his own pocket?—It is out of his own pocket; but he gets cooking done. If he lives in the barracks-rooms belonging to a station in the county he pays 1s., but living as a single man he pays 2s. 6d., for which he gets a lot of advantages in the way of housekeeping.

7956. But the single man gets no allowance for it?—No.

7957. The married man gets anything he pays in excess of 2s.1?—In some counties. There are no scale.

7958. Chairman.—Does the allowance paid over the 2s. in the case of married men extend to the majority of the counties in your district?—It exists in many, Leicester and some others. They are considerable generally speaking about it. You want a good man down at a place. You take him from a quiet place and send him to this and he is a loser, having perhaps to pay a heavy rent. So it is necessary to do something of that sort. I think the system exists in almost all the counties, but I should not like to state that it does.

7959. Mr. Hobson.—Take the case of a man who pays 2s. a-week; would the county pay the difference?—Oh, yes.

7960. Then, in point of fact, you assume that any man in the force, whether married or single, should at least pay 2s. a-week for his lodgings, but that if he has to pay more, whether married or single, he will receive the difference from the county?—The county will pay, but we should never press a single man for more than a shilling, which is as much as he ought to pay. Then 2s. for the married man, 2s. 6d. for a sergeant, and 3s. for an inspector. You cannot send a man to a place and have him out of pocket by it.

7961. Do any such cases arise of single men being sent to places where an allowance has to be made for lodgings?—No.

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7961. *Chairman*.—Are there any other allowances?—The chief officer or head constable of the borough gets coal and gas sometimes.

7962. Is kind enough to tell us whether there are any deductions made from the pay?—From the pay of everyone there is a deduction of 2½ per cent. for the superannuation fund. The rules as to sickness are very irregular.

7963. *Mr. Hobbes*.—Is that deduction contemplated in the Bill before Parliament?—It is, and it is in force now.

7964. *Chairman*.—You were proceeding to speak about the rules as to sickness?—The custom with regard to sickness is varied. In some places a small subscription is paid by the men to a fund.

7965. They pay for sickness and health?—Right through, like a club.

7966. Is that a voluntary proceeding on the part of the men, or is it under regulations?—It is done voluntarily.

7967. Then the authorities do not provide a man with medical assistance?—No. In most cases they do, but where they do not, this has been done by the men themselves.

7968. Is the tendency to provide them with a medical attendant?—Yes.

7969. *Mr. Harrel*.—And without deduction?—Yes. They sometimes stop 1s. a-day pay from a man when he is sick; but in England we have sick clubs, and almost every man in the borough belongs to these clubs. It is a very good provision if he becomes sick, for his pay is, say, 3s. a-day, and he gets 2s. out of that, or 12s. a week for being sick, besides the allowance from his sick club. He is well off for being sick, but they keep a great watch on that.

7970. *Chairman*.—Yes, say they stop 1s. a-day. Do you mean the authorities stop it?—Yes, and that goes to the superannuation fund.

7971. That is not termed to the purpose of saving him?—No.

7972. *Mr. Harrel*.—And where that rule is enforced, is the pay stopped every day a man is sick?—Yes.

7973. Or is it after a certain interval elapsed?—In a case like that, it is very much discretionary with the authorities. There is no fixed rule applying to all forces alike, but they have the power of doing it.

7974. *Chairman*.—Is that power by local arrangement or by Act of Parliament?—The Act says a provision for superannuation is to be made by stoppages from men during sickness.

7975. Is there any definite period of sickness after which the authorities think it necessary to raise the question of the fitness of the continuance of a man in the force?—No.

7976. Suppose a man is sick for six months, do they begin to consider whether he is fit to remain in the force?—If the report of the medical officer is of a nature that his illness is going to be permanent, then his case is brought forward.

7977. *Mr. Robert*.—Take the case of a man who has contracted serious illness in the discharge of his duty—for instance, small-pox—would the deduction be made?—Not at all, if there is the least excuse. There is the greatest liberality about it if there is the least excuse in the world.

7978. It is only to prevent malingering that the stoppage is made?—That is it.

7979. *Chairman*.—Is there any other deduction?—No; unless among themselves, in case they subscribe to a library.

7980. Tell us, please, what the principles are that regulate superannuation and pension?—First, all there is a fund kept up in every separate force by certain deductions and contributions—2½ per cent. from the stoppages of the men's pay, stoppages of men when sick, fines and penalties imposed upon constables for misconduct, notices of penalties awarded to the police as public offenders in Sunday beer-houses, something for the dog tax, and a few odd things in addition. That fund is vested at present in towns in the town authorities, and in counties under the Justices at quarter sessions. There

is great uniformity in the Act. It says men may, if they arrive at 60 years of age, and have served fifteen years, get half-pay, and if twenty years, two-thirds; or if they break down in health, and a certificate is furnished by the chief officer or by the Watch Committee in towns (the chief constable of a county and the Watch Committee of a town taking equal position) he may, either from infirmity of mind or body, then they are to go upon the same scale. But there is a line drawn through at the end—"in no wise shall a man be entitled to any superannuation on discharge." So it has been a matter of discretion, and the men have been pressing to get it for their service instead of for age.

7981. *Mr. Hobbes*.—What Act do you refer to as regulating the scale of pensions now?—3 & 4 Vict., cap. 88, sect. 11, which is for counties, and 22 & 23 Vict., cap. 32, sect. 9, for boroughs.

7982. *Chairman*.—How do they propose to remedy it?—The Bill that has been introduced proposes to give a claim for service; so that when a man has twenty-five years' service he may say, "I want to retire. Let me go."

7983. *Mr. Harrel*.—How would that remedy the objectionable portion of the existing Act?—It will cancel it by giving a man a claim for service. A man of twenty-five years' service may be only 45 years of age, and we say he shall be entitled to pension then.

7984. *Mr. Hobbes*.—The 3 & 4 Vict., cap. 88, sect. 11, to which you referred, says a man retiring after fifteen years' service and less than twenty years can get a pension of not more than half his pay, and afterwards an annual sum of not more than two-thirds; but unless he attains 60 years of age he must get a medical certificate, if he has attained 60 he need not get a medical certificate?—Yes, but if you go to the end of the section you will find he cannot claim it: "but nothing herein contained shall be considered to entitle any constable absolutely to any superannuation allowance or to prevent his being dismissed without superannuation allowance," which is altogether within the discretion of the authorities.

7985. *Mr. Harrel*.—In whose hands are the deductions which are credited to the superannuation fund vested?—The treasurer of the borough and the treasurer of the county.

7986. Supposing there is a deficiency, how is that made up?—By the rates.

7987. *Chairman*.—Does the Government take any part in providing for the superannuation?—No, none; as a matter of opinion, I think Government ought to pay for the non-effective as well as the effective. I go to a force that has some old men, but have no power to require the discharge, with the certainty that the man will get his full pension.

7988. *Mr. Robert*.—Then, though the Government contribute half the cost, they contribute nothing to the pension?—Nothing. I have no power absolutely to say to an officer, "You must dismiss that man; he is worn out," but I may report it.

7989. Is it contemplated by the Bill that they should?—No.

7990. *Chairman*.—As a rule, most men go out as constables?—Yes; but men of all ranks go of course.

7991. Tell us the proportions of pension to pay acquired after different periods of service?—Suppose a man retires broken down at the end of fifteen years he is open to get half his pay, but he is very lucky if he does.

7992. At the end of fifteen years?—Between fifteen and twenty years.

7993. *Mr. Harrel*.—As a matter within your expertise, what proportion of his full pay would a man receive after, say, twenty-five years' service?—He ought to get two-thirds. Some counties pay to the farthing.

7994. That is to the full extent permitted by Act of Parliament?—Yes.

7995. What proportion of the men retiring get superannuation?—In my district 514 men left last year, and out of those 72 were superannuated. But

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of the rest 15 died, 306 resigned, 114 were dismissed, and 7 absconded.

7996. *Chairman*.—A Bill was brought in last Session to regulate the pensions of the English constabulary?—Yes.

7997. What alterations in the present system were contemplated by the Bill?—The clauses deal with the right of constables to pensions, pension allowances, and gratuities to widow and children, pension scale, reward for merit, reckoning of service for pension, return to service of pensioners on recovery from incapacity, and revision of pension, power to pay pension or allowance to gardener, forfeiture of pension or allowance, suspension of pension, punishment for obtaining pension, &c., by fraud, deductions from pay of police to be carried to pension fund, establishment of pension fund, and payments to be made to pension fund account, of fines on justices of the peace and county in Scotland, accounts and investment of pension fund, guarantee of pension fund by police fund, provision for surplus of pension fund, saving of right of dismissal and reduction in rank, subject to appeal as to dismissal, appeal in case of refusal of pension or allowance, orders of Secretary of State on appeal, and application of Act to chief officer of police. Then there are clauses concerning the general amendment of Acts—table of fees; boroughs under 20,000 inhabitants not to receive Parliamentary grants unless they have done so previous to Act; police forces in Scotland under 20,000 established hereafter not to maintain separate police; amendment of 10 & 20 Vict., cap. 45, and 20 & 21 Vict., cap. 72, as to efficiency of police; assistance by one police force to another; consolidation of county forces in Scotland; and declarations by constables respecting previous service. There are also clauses respecting temporary provisions, savings, and repeal, namely, the application of the Act to existing funds and constables, and also to existing constables of parish scale made immediately after the passing of the Act, the application of the Act to former constables and to metropolitan police, &c.

7998. What is the general principle of the Bill as to superannuation?—A claim for service instead of age, subject to test.

7999. What is the minimum length of service which will entitle a man to a pension under the proposed legislation?—Fifteen years if in ill-health, and at twenty-five to be able to claim to go in full health.

8000. Voluntary retirement at twenty-five years' service?—Yes.

8001. Is there compulsory retirement at any particular age?—No.

8002. Take the case of a man retiring at fifteen years' service under the provisions of that Bill, what would he be entitled to?—If he has completed fifteen, but not more than twenty years' approved service, an annual sum equal to one-fifth of his annual pay for every completed year of approved service; that is, fifteen-fifths.

8003. Suppose he retires at twenty-one years' service?—If he has completed twenty-one, but less than twenty-five years' approved service, the pension will be an annual sum equal to twenty-fifths of his annual pay, with an addition of two-fifths of his annual pay for every completed year of approved service above twenty years. If he has completed twenty-five years' approved service the pension will be an annual sum equal to thirty-fifths of his annual pay, with an addition of one-fifth of his annual pay for every

completed year of approved service above twenty-five years, so that the pension shall not exceed two-thirds of his annual pay.

8004. What you have now given is the proposal made by the Government Bill?—Yes.

8005. Is that system identical with the system of pension in the London metropolitan force?—I think so.

8006. Are you aware that it has been suggested to adopt fortieths instead of fifths as the mode of calculating pension?—It was discussed by a large Committee meeting in London, and I was in hopes it would have been carried; it was favourably entertained.

8007. Will you be kind enough to contrast generally the effect of adopting the fortieths scale instead of the fifths?—After twenty-five years' service they would come about equal. At fifteen years' service, suppose the fortieths scale was adopted, the pension would be fifteen-fortieths, which would be larger than at present proposed.

8008. At twenty years it would be twenty-fortieths?—Yes, that is, half the pay. It would be still larger there. I do not see the sense of jumps between the increments of pension, for instance, from twenty to twenty-five years' service as proposed.

8009. Do you propose, if the fortieths scale were adopted, that these jumps should be abolished?—Yes. The pension should go by a yearly increment up to two-thirds of the pay.

8010. Do you find the men in England who are under this pension system satisfied with the proposals in the Bill?—It has been very well discussed. If you take the whole Bill through they are satisfied, I think, with it. They say it is not very liberal, but it is as much as they have a right to expect. The fortieths scale would be very satisfactory.

8011. The portions to which they object are, I suppose, the actual pecuniary rates to constables?—The constables want more, of course.

8012. What provisions are there in the Bill that they consider compensate them for the smallness of the allowances?—The men who talk most are the leading or head men. It is proposed to give these officers their full service. Suppose a head constable of a borough has been transferred from two or three forces, it is proposed to give him all his service instead of part. If a man has been seven years in a force and moved for promotion they now may give him half. In the Bill they propose to give him the whole.

8013. At what period of service do you think it desirable that men should retire from the force, as a general rule?—I should say twenty-five years' service. The men will vary so much; you may get one or two, but very few among the men fit beyond that. The upper officers are often quite fit after twenty-five years' service.

8014. Therefore, with regard to the men, you approve of such means as will induce retirement at twenty-five years' service?—Yes. I have 274 men of twenty-five years' service and upwards out of 3,600, and many of them are officers.

8015. I understand your suggestion is a calculation at fortieths, limited by this condition, that once the fortieths made up two-thirds of the pay further increments should cease?—Yes.

8016. Are you aware that that would take place at the end of twenty-seven years' service?—I think it would.

[The Committee then adjourned to next day.]

SEVENTEENTH DAY.—23RD SEPTEMBER, 1882.

Present :

MR. O'SHAUGHNESSY, M.P., MR. R. W. A. HOLMES, and MR. D. HARREL, R.M.

Colonel C. A. CONNOR's examination continued.

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8017. *Chairman*.—You have calculated since our last meeting the effect of the pension granted on the fifteenth scale, and of that granted on the fortieth?—Yes. Under the fifteenth scale they reach the maximum pay of two-thirds at thirty years' service.

8018. *Mr. Harrel*.—Under the Bill, would they not reach the maximum at twenty-eight years' service?—I think it is at twenty-eight years' service they get the two-thirds.

8019. There would be leaps of two-fifths up to twenty-five years' service?—Yes, from twenty years.

8020. And then it would be by single fifths from twenty-five to twenty-eight years' service, and that would make the maximum pension to which a man would be entitled thirty-three fifths?—Yes.

8021. *Chairman*.—Your district, it appears, is not at all homogeneous in the rates of pay and pension?—No.

8022. Your eastern districts and some of your Welsh districts are rather low?—Yes.

8023. Stafford, on the other hand, is high?—Yes.

8024. And the important manufacturing towns in the centre are also high?—Yes.

8025. Be kind enough, without going into details in reference to other districts, to contrast your district with the district north and the district south of it?—In the district north of mine they pay higher considerably; in the district south a little less.

8026. How do you account for the pay being higher north of your district?—By the demand for labour and the correlative price of labour.

8027. Is it on the same principle you account for the lower rate of pay in the southern district?—Yes.

8028. The southern is, to a large extent, agricultural, and the northern manufacturing?—Yes.

8029. Is Scotland included in the northern district?—No.

8030. Is the entire of Scotland comprised in one district?—Yes.

8031. Does it cover a great deal of country that is purely agricultural, a great deal waste, and a great deal manufacturing?—Yes.

8032. Contrasting Scotland with your district, can you tell us what relation they bear towards each other?—I can say nothing about Scotland at all.

8033. You served in Yorkshire as chief constable?—Yes.

8034. We may take Yorkshire as typical of the northern district?—Yes.

8035. Be kind enough to say what are the elements that generally in England rule the rate of pay of the police?—The difficulty of getting men through the demand for labour. We have never had difficulty, however, except in the prosperous times, 1873-75-76.

8036. You told us yesterday that a heavier class of duty had to be done in Yorkshire and other northern places than in certain southern districts, partly in consequence of the manufacturing occupations for the people?—Yes.

8037. Do you regard that as entering at all into the reasons which led to the northern police being paid a higher rate?—Yes, very much, owing to the existence of getting employ outside if the men choose to give up the police service. I do not think, however, that the class of work has any effect.

8038. You do not think the class of work which the

nature of the population throws on the policeman has any effect?—Not a bit.

8039. *Mr. Harrel*.—We may take it, then, that a policeman following the example of those around him in a well-paid district lives better than in a district not so well paid?—He lives better.

8040. And, in fact, such he ought to be equal in his expenditure to those in his immediate neighbourhood?—Yes.

8041. Do you recruit from the counties in which the men are intended to serve?—Generally speaking, we recruit chiefly in the counties in which the men are intended to serve.

8042. You find there is no objection to a man serving in his own neighbourhood?—We never let them serve in their own neighbourhood. They are put to another part of the county.

8043. So that there is no inducement in the way of local consideration to a man to join?—No.

8044. On the contrary, he is removed to the other end of the county?—He is moved away from his own neighbourhood. It is not limited to their own county. Men are taken from any part of the world.

8045. I asked merely whether there was any objection?—There is no objection.

8046. *Chairman*.—Be kind enough to state, in general terms, the principle on which these advances are made in the payment of constables from appointment to second-class, from second to first, and upwards, and what your opinion of the system is?—In many places up to the first-class constable is considered discretionary.

8047. Until he reaches the first-class?—Yes.

8048. Do you mean by that, that his rate of pay is discretionary, or that his retention in the force is discretionary?—Both the rate of pay is discretionary within the scales given in the Blue Book, and stop by stop is discretionary with the local authority, either the chief constable or the Watch Committee.

8049. Do you mean by that, that he does not, of necessity, get promoted to the second-class or to the first unless he meets the approval of his superior?—Generally. With some few forces there is a limit of service, six months, and so on.

8050. The same principle cannot prevail after he reaches the first-class?—He stops, unless there is a merit class, which is a matter of favour.

8051. As I understand, he can be promoted or kept back up to first-class; but having once reached first-class he goes on?—Yes, by good conduct.

8052. Then, as time goes on, he becomes entitled to the three increases of pay?—Yes.

8053. What is your opinion of that model scale as to the payment of constables?—Well, I suggested it. I may say, however, that I find it to work exceedingly well, and I drew it up with very great care indeed.

8054. Do you find it has met with the approval of the men?—So far as it has been adapted, it has met with great approval.

8055. *Mr. Harrel*.—When your men join as recruits, I take it for granted they are kept at some head-quarters before being put on any duty?—Yes, in the counties.

8056. For what length of time?—About two months.

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8057. During that time they are drilled?—They are drilled a little to set them up. They are undergoing training on superannuation, and generally kept in connection with the police to learn their work.

8058. They undergo instruction in police duties?—Yes; and they study in the room at night. That lasts for two or three months, till their service is required.

8059. On being sent out after the expiration of two or three months, they are still probationers?—They are.

8060. On what sort of duty are they sent as probationers?—They generally stick to an older police officer to learn their work.

8061. But they are not, as a rule, sent on important duty alone?—Not for a little time.

8062. During what length of service does an ordinary man continue close to an experienced police officer?—He ought to be about six months.

8063. That would make eight or nine months in the service?—Eight or nine months.

8064. After that nine months, do you consider him able to undertake the responsibility of his duties alone?—Sufficiently, with a sergeant's eye close upon him; I do not consider him a finished man, but quite sufficient for ordinary purposes.

8065. Then you would allow him to take as it were a rural beat?—Yes.

8066. I suppose between the period of nine months' service and the period that he is declared to be entitled to first-class, he performs nearly the same duties as a first-class constable?—Very nearly.

8067. At the end of nine months he is made second-class?—Most likely he is.

8068. That is the second period of probation?—Yes.

8069. The interval from that time until he is made first-class, which you say on the average is between two and three years, is to test more his steadiness of conduct and general intelligence than to instruct him further as to his duties?—Exactly; and also to learn his work of attending sessions, &c.

8070. In fact, the interval of time then between nine months and three years is more that he should benefit by experience, and also give evidence of steadiness and suitability as a constable than for the sake of the actual instruction given him by a superior officer?—That is its object.

8071. During that period of probation, do the men understand that their services may be dispensed with if they prove themselves unfitted?—Yes. Every man knows his services may be dispensed with at pleasure; but it is not likely, unless he is inefficient.

8072. But if he proves himself unsuited during the probationary period, you would have less hesitation in saying his services should be dispensed with than afterwards?—Yes. That is part of the purpose of probation.

8073. Chairman.—Is it a usual occurrence to have men's services dispensed with during probation?—It is not usual, though I may observe I know of plenty of dismissals. At the same time, most of the dismissals are at that period of service.

8074. Mr. Harrel.—That is for want of steadiness?—Quite so. Most of the dismissals are in the case of men of short service, and in the probationary stage; and resignations, too.

8075. Chairman.—Would you say that 10 per cent. fail for one reason or another to pass the probationary stage?—No. I can hardly say that; but I should say that more than 50 per cent. of the men who leave the service by dismissal or resignation are men of under three years' service.

8076. Mr. Holmes.—Do many resign when they come to know what the duties of a policeman are?—Not many; some do. Some cannot face the night-work.

8077. Chairman.—Passing now to the subject of the duties of the police, I suppose there is a considerable difference between the ordinary duties of a policeman in a country station and the ordinary duties of a police-

man in a town?—Quite different. We call the one rural, and the other town duties, for distinction.

8078. He had enough to describe to us as the ordinary course of rural duty?—A police constable is supposed to be on patrol out of his house three hours by day and five by night; eight hours.

8079. What is the average extent of the country district which he has to patrol?—Some have got 10 miles and some 20. In Wales they have 20 and 30 miles, but, of course, they cover patrol so much.

8080. Mr. Harrel.—Do you mean 20 square miles?—20 miles off on an end. It is all mountain, only sheep on it.

8081. Chairman.—But in the fairly populous districts, what is the extent?—A mile and a-half each way round; 3 miles across.

8082. Has he the selection of his own hours for the patrol duty?—Not in all cases. They have in the country districts a system of conferences—two, three, and four in a week; and when these are set down, the men have to go and make those patrols at certain times.

8083. By whom is that arrangement made?—By the superintendent of the district, under instructions from the chief.

8084. Is it a usual thing in country districts in England for the peace of a district to be committed to one constable?—Yes; they are all separate.

8085. Take the case of a constable living in a small village: is he helped in discharging the beat duty of that village and its neighbourhood by the constables of the neighbourhood adjoining?—Yes; they meet occasionally in each other's villages.

8086. Is there, for all the twenty-four hours, a system of patrol kept up?—No, not for the time a constable is indoors. He is out eight hours and in his house the other sixteen.

8087. During those sixteen hours he is supposed to be in or near his house for the purpose of being available?—Yes, but not definitely ordered. He is supposed to be within the district of his beat unless he has got leave to be away. He has got a district to attend to, and he has to be in that.

8088. Has he a right to avail himself of his leisure time, or of the sixteen hours you have spoken of, for any industry?—No constable, by Act of Parliament, is allowed to follow another pursuit for hire or gain.

8089. Is he allowed to cultivate a garden?—We do not object.

8090. Is he allowed to keep a pig?—It is a matter in the chief constable's discretion. We do not allow pigs at a police station, but we do not object in the case of a constable with a cottage.

8091. If he be a married man, are there any regulations counselling the occupation of his wife?—None.

8092. As a rule, do the wives of the men employ themselves as housewives, or for any other purpose?—Not much.

8093. They confine themselves to their domestic duties?—Yes.

8094. Mr. Holmes.—Is the wife of a constable allowed to keep a shop?—It is a questionable point. I would not allow it.

8095. Mr. Harrel.—In fact, you would not allow the wife of a constable to engage in any occupation which would bring her on such terms with the general public as might influence her husband in the discharge of his duty?—I would not. I think my feeling would be that it lies a great deal too much to the place in case you want to move him.

8096. Mr. Holmes.—Then, is it your opinion that the rule prohibiting a constable from keeping a shop is not for the purpose of preventing his having too close relations with the people of the locality, but so as to admit of his being moved about readily, and that he may not become too attached to the district?—A little bit of both—partly both.

8097. I want to know whether the reason is to prevent contact with the people?—So far as we have gone yet, it is not to prevent a contact with the people; it is more to keep them independent altogether.

8098. You say, then, the reason is this, that you might wish to move a man from one district to another. If he kept a shop he would be, of course, loath to leave, and it was made on that account the rule was made then to prevent his having too intimate relations with the people?—Yes.

8099. *Chairman*.—Has a country policeman to make many returns or to do much writing?—Only his reports to his superintendent or his sergeant.

8100. How often are they made?—When anything special occurs the sergeant reports the constable to his sergeant or immediate superior.

8101. Is a country policeman used in England for the purpose of collecting agricultural statistics?—No.

8102. Or census?—No.

8103. Or for any similar purposes?—Sometimes he is allowed to issue relief tickets for vagrants, and sometimes to inspect common lodging-houses. The upper officers are generally inspectors of weights and measures.

8104. Are the upper officers when they discharge these duties paid for them?—They are slightly. They get special duty allowance.

8105. Is that paid by the local body?—By the local authority, not by the Government.

8106. *Mr. Harrel*.—Do you mean by special duty allowance what compensates them for absence on special duty a certain number of hours?—Yes.

8107. *Chairman*.—Be kind enough to tell us whether, outside this ordinary duty of his beat, the country policeman is liable to discharge any extra duty?—He may be sent anywhere. For instance, where it is necessary to make a number of constables at a particular point. I used to have 400 at Doncaster once temporarily.

8108. Can you say anything as to the frequency of such duties?—No; but sometimes an explosion occurs in a pit, and thirty or forty men must be collected as quickly as possible.

8109. When they discharge those duties they get an allowance, but no extra pay?—No extra pay.

8110. I understood you to say yesterday that when sent on special duty a constable, as a rule, preferred to pass the time in plain clothes?—Yes; and that a country policeman is always available for duty.

8111. *Mr. Harrel*.—When a policeman is not absent from his house on either night or day patrol, is he liable to be called upon, if anything is wrong in which a policeman ought to interfere, to go on duty at any moment?—Yes, at any moment.

8112. And must be prepared to do so?—He must be prepared to do so. I never heard of a limitation.

8113. *Chairman*.—In cases where there is a barracks in the district, or in a small town with a rural force, is the constable bound, after the discharge of his duty on his beat, to be any length of time at the barracks, or can he at the moment he has discharged the duty of his beat go to his own house?—He is not to remain any additional time at the barracks.

8114. Now, will you be kind enough to describe the ordinary duties of the town police?—The town police are generally divided into three lots of eight hours each, and men generally go in divisions—one-third of the force to the night duty from 10 o'clock at night till 6 o'clock in the morning; the next from 6 till 2 o'clock; and then from 2 till 10 o'clock.

8115. When a town man has discharged beat duty for sixteen hours, what is his position for the remaining eight hours?—He is, to all intents and purposes, perfectly at liberty.

8116. Has he to pass any portion of the remaining time at his barracks?—No.

8117. He can pass the remaining time at his own house?—Yes, unless some special occasion, such as an election; but under ordinary circumstances he can.

8118. But during the remaining time of sixteen hours he is not liable to discharge any duty that may arise?—He is never called upon under ordinary circumstances.

8119. Any special duty that may arise he is liable to discharge?—Yes.

8120. If the men on beat are not sufficient for the discharge of the duty, or any emergency arises, he is bound to have his services at the disposal of the authorities?—He would have a consideration for it.

8121. Would he have extra pay for that?—Not extra pay, but extra time would be allowed. He would be off another night or part of it.

8122. *Mr. Harrel*.—That is, if a man is requisitioned to-day for four hours extra duty, and that he is a night duty man to-night, a few number of men will be made to do the night duty, and he will get credit for his four hours?—Yes.

8123. *Chairman*.—But he receives an additional pay for any portion of that extra duty?—No.

8124. Is he bound during the entire sixteen hours when not on beat duty to hold himself ready for any special duty that may arise?—He is not bound, unless something extraordinary is going to occur, when he would hold himself in readiness; but under ordinary circumstances he would go home.

8125. But must be in readiness if any special duty does arise to discharge it?—Oh, yes.

8126. *Mr. Holmes*.—Therefore, he cannot go where he likes; he must be always within hail?—He could not go out of the town.

8127. What are the limits?—The borough. He lives adjacent to the station. We are not particular, so that he is within reach.

8128. There is no limit in yards?—No. They take care of that themselves. A man having to get to his station at night and off again will live as close as he can.

8129. Take the case of a town like Birmingham. Is it usual for a man having done beat duty to be called upon to discharge special duty during the sixteen hours?—No.

8130. Do many occasions arise when a constable is called upon for special duty?—Not very many.

8131. Looking of the matter generally, is each man called upon twenty times a year to do duty outside the eight hours?—Yes; he would be.

8132. Probably a good deal oftener than that?—Perhaps about that; I have never gone into it specially.

8133. Of course, if an election takes place, or at any time of excitement, they are called upon?—Yes; all hands then.

8134. Has a town policeman, in the ordinary course of his duty, to do anything in the way of making returns and writing?—No. These are clerks.

8135. Are those policemen?—Yes, all policemen.

8136. Do the police clerks get extra remuneration?—None, except what they may get according to rank.

8137. Is there a person attached to the office of chief constable to aid him in writing?—Yes. There is always a clerk.

8138. Is the clerk a policeman?—Yes.

8139. Does he discharge any duties save those of clerk to his superior officer?—In the county he does a little night duty.

8140. Does he get any, and, if so, what remuneration for clerical duties?—Nothing.

8141. *Mr. Harrel*.—He is usually a sergeant?—If there are calls there, we generally like a sergeant to take the charge cases.

8142. *Chairman*.—Is the clerk of the chief constable, if he is there, in charge of the calls?—If there is nobody else.

8143. How many hours in the day is he at work for his superior?—He is what you call a willing man, as a rule; he is ready at all times. He is one of the men who looks for promotion. You may put it down that he is engaged ten hours a day.

8144. May he be regarded as more severely worked than a constable?—In a way; but he has his night in bed.

8145. Is he rewarded by better prospects of promotion?—Promotion is more open to him through his better knowledge of his work than an ordinary constable.

8146. But there are no special regulations inviting him promotion?—None.

[Colonel
C. A. Cobbe.
—
22 Sept., 1882.]

Cobden.
C. A. Cobden.
12 Sept, 1832.

8148. *Mr. Hobson*.—How is he selected?—The chief officer selects him by merit or qualification.

8149. *Mr. Harrel*.—I take it for granted the instruction as regards duties given to the rural police is contained in a manual?—Yes, in a book.

8150. I suppose there are several Acts of Parliament which a policeman is obliged to have a knowledge of, more or less, to discharge his duties properly?—Yes.

8151. Will you mention some of the Acts of Parliament under which they discharge their duties?—In "Bicknell's Manual," every Act concerning the police is given, and their duties in connection with it. Mr. Bicknell is chief constable of Lincolnshire.

8152. About how many Acts of Parliament are there under which they have specific duties to discharge?—Acts concerning contagious diseases, licensing laws, sanitary laws, poor relief laws, gunpowder, explosives, and petroleum, chimney sweeps, dogs, revenue, adulteration of food, contagious diseases (animals), inspection of common lodging-houses, weights and measures, &c. These are the peculiar matters that are in a policeman's department.

8153. And of each one of those Acts the ordinary constable requires to have some special knowledge?—It is the upper officers who deal with those.

8154. *Chairman*.—Not the constables?—No.

8155. *Mr. Harrel*.—But do the particular offences under those Acts come within the cognizance of the constables?—Yes; but the constable informs the inspector.

8156. But, after all, the constable must have a greater or less knowledge of the law before he knows that an offence is committed?—He must.

8157. He submits what comes under his notice to the superior, and the superior forms a judgment as to whether there is a case, and whether it ought to be prosecuted, but still there must be some amount of knowledge on the part of the constable necessary?—Yes.

8158. *Chairman*.—Is there any extra pay attached to the duties under those Acts?—There is; something about 2*l.* from the Board of Guardians, for issuing tickets to vagrants.

8159. *Mr. Harrel*.—Is that to cover the trouble given to an officer for issuing tickets?—Exactly. Then there is about 5*s.* a-day given when they are out testing weights and measures, a very tedious process.

8160. Is the 5*s.* for the purpose of defraying the personal expense of the constable, or is it also for the expense of conveying the weights and measures?—A little bit of both. He gets so much a-year, as an allowance for a horse and car.

8161. Then, when a man in charge of weights and measures is absent, he gets 5*s.* to cover some personal expenses?—Yes. He has to take a policeman with him, and he feeds him.

8162. He has to take an assistant with him and pay his expenses?—He gives him a little refreshment, and he has to put up the horse. In duties under the Contagious Diseases Act, and the Acts relating to petroleum and explosives, he gets nothing.

8163. *Chairman*.—Now, please, pass to the extraordinary duties of the town policemen?—Where constables are wanted for theatres, shows, and things of that sort, there is an allowance of about 6*d.* an hour made. This is generally given to a tired policeman, that is to say, a man who has done his night hours, so that his work shall not be thrown upon the other men.

8164. *Mr. Harrel*.—How are these men selected?—By the direction of the superintendent. He selects the most suitable men.

8165. In point of fact, it is during the period of a man's resting hours he is able to earn this 6*d.* an hour?—Yes. There is also a little money allowed for what is called "awaking" in the morning. That gives a benefit to the men. The local authorities allow it.

8166. Is that a general allowance all over your district?—It is limited to large towns. The "awaking" allowance is only in the large towns.

8167. Each man makes his bargain with the person he awakes as to what gratuity he gets?—It is a half-

penny a morning or a half-penny a-week. I am not sure.

8168. Is that allowance earned to any great extent by the force in large towns?—It helps very considerably some of the men in Birmingham.

8169. That is confined to the working classes?—Yes.

8170. *Mr. Hobson*.—About how much would it add to a constable's weekly pay?—About 2*s.* or 3*s.* a-week.

8171. Would that apply to a great number of the force?—No; only to a picked lot. It is not always satisfactory, as producing a little favoritism.

8172. *Chairman*.—With whom does the selection rest?—With the officer of a division, not of a beat. He is put on the beat and has the benefit of awaking. It is a little matter of favoritism, but you cannot help that.

8173. We have been spoken to about constables in England getting what are called "tips" for various things besides "awaking." I suppose that system is forbidden by the regulations?—They are obliged to report those things in the county forces. I do not think the rule is so strong in the towns; but in the county forces they insist upon always reporting such a thing, and the chief constable says either "Yes" or "No" whether the man may keep it.

8174. But is there a system of gratuity common in the county forces?—No.

8175. What class do these gratuities come from?—From gentlemen chiefly.

8176. *Mr. Hobson*.—Under what circumstances are gratuities given?—For instance, finding a dog and taking it home to its master; or, if a policeman is employed by a gentleman, say, at an auction, the gentleman would probably give him a small present, and if he did not, the man would be entitled to certain extra pay from his own authorities, and the bill sent to the gentleman.

8177. *Mr. Harrel*.—When a policeman receives a gratuity he is obliged to make a report of it?—Yes.

8178. Can he receive it without permission?—No. 8179. Then he is obliged to obtain permission before he can receive it?—Before he can hold it.

8180. He receives it subject to permission?—Yes.

8180*. *Mr. Hobson*.—Are we to understand, then, that the policeman in England, as a rule, and somewhat to their recognized income from other sources?—No.

8181. Not as a rule?—No. You cannot call that adding to their income for the special duty I have mentioned, it is all expended in the allowance. With regard to "tips" and gratuities, they are so very trifling; I suppose there are not ten men who get 1*s.* a-year.

8182. You say there are not ten men who get 1*s.* a-year; do you mean ten men in your whole district?—In my whole district. Indeed, we set our faces very strongly against such a system, and there is no reason to believe it is carried to any great extent.

8183. *Chairman*.—Are there any other duties in towns you wish to refer to; church duties?—None.

8184. Will you tell us, please, from what rank of life, as a rule, the constables are taken in your district?—Generally from the agricultural.

8185. In the towns, do they come at all from the artisan class?—Yes, but not to any very great extent.

8186. Where they do come from the towns, do they come from the labouring classes of the towns, or the skilled artisan classes, as a rule?—From both. They come from all sorts.

8187. I believe there does not exist to the same extent in the midland counties in England that there does in Ireland the class of peasant farmers?—I think not. There are a great number of the police who had been farm bailiffs, and they are very good men, too.

8188. But not many come from the farming class?—The men are farmers sometimes.

8189. Farmers' sons?—Yes. The sons are farm bailiffs. A farm bailiff is the headman; he is really a farmer, and educated.

Coleman
C. A. Collier.
23 Sept., 1882.

8198. *Mr. Holmes*.—Having regard to the high wages given for skilled labour, yet get very few recruits from that skilled class?—Comparatively we do. We prefer the agricultural classes. I would say eight-tenths of the force were of the agricultural class.

8199. In point of education and intelligence, what are the characteristics of the force?—They are very well educated indeed. They must all read and write, and I am surprised sometimes to see how well they can do so. We do not take any who cannot read and write.

8200. But apart from their knowledge of reading and writing, would you say, as a rule, they are intelligent men?—Generally they are. Every now and then you come across a man who may appear somewhat less intelligent than others, but he works round.

8201. *Chairman*.—Passing from that, are there any regulations limiting the right to marry in the force?—No.

8202. Do you take married men as recruits into the force?—We take them in preference to single men in the counties.

8203. Are there any rules in large and highly organized forces like the Birmingham town force with reference to restriction of marriage?—Only to getting a certain number of single men in to fill up the barracks. There are large barracks for twenty or twenty-five men.

8204. That is to say, you will place some limit to the number of married men you take in as recruits?—Yes.

8205. *Mr. Holmes*.—When you say you prefer married men in the counties, is that because they are likely to reside in the force?—Yes; and they are better men, more competent, and generally a little older.

8206. *Chairman*.—Do you find men who, in consequence of the size of their family, are unable to live on their pay, leave the force?—No. They cling to it. The larger the family the more they cling to the force.

8207. Speaking first for the rural, and afterwards, if necessary, for the town districts, tell us at what age the English policeman generally marries?—I could not give you a definite answer. Some come in at 22 and 23, and others hang on to 30, and they marry at those ages.

8208. Is it a usual thing to find a policeman unmarried at any particular age?—No; they are generally married.

8209. Do the men owe money?—I have known some policemen make money.

8210. Do you find that owing to the pecuniary habits of men when they marry, and the necessities of their family, they undressed themselves?—I have seen such cases.

8211. *Mr. Holmes*.—Do you find that men who were able to live and save some money whilst single make complaints when they are married that they find their pay insufficient to keep them and their families?—No; we do not find any complaints of that sort.

8212. *Mr. Harrell*.—Married policemen and their families mix and associate on equally advantageous terms with the people of the locality?—Oh, yes; that is one of the advantages of the married policeman.

8213. They are received among the people?—They are quite amongst the people. That is the peculiarity of the English system, that they are part of the people representing order. In country villages a policeman is a great man. He goes into the market town for petty sessions, and he has the commissions of his village friends to buy groceries and look up things. He is a great man.

8214. *Mr. Holmes*.—When you say he gets commissions to buy groceries and things of that kind, is he paid for them?—Oh, dear, no! He is above that. He is a great man.

8215. *Chairman*.—Taking constables, sergeants, and inspectors, all round, what is the average length of service of the English policeman?—About twenty-two years, as given in evidence by Dr. Power.

8216. Can you say what percentage of them leave at the end of a round period like ten years?—No.

8217. As a rule, they hold on?—Yes.

8218. Passing from that, will you be kind enough to tell us about punishments—for what men are punished, by what authority, and how they are punished?—In counties the chief constable has the power of punishing the men up to a certain amount, which is limited by Statute. In towns the Watch Committee have the power.

8219. *Mr. Holmes*.—When you say limited by Statute, to what Act do you refer?—We have only four or five Acts of Parliament that concern us. It is the Act of 1859 which regulates the scale of punishment.

8220. *Chairman*.—In the county the chief constable, in the towns the Watch Committee, have power to punish; I suppose in both cases on the report of an intermediate officer?—Yes.

8221. What are the offences?—Neglect of duty, drunkenness, and faults of discipline—everything.

8222. And insubordination?—We have not much of that.

8223. Tell us the nature and mode of punishments?—Under the 22 & 23 Vict., cap. 32, sec. 26: "The chief constable of any county police force, and the Watch Committee of any city, borough, district, or place, is and are hereby empowered to suspend any constable within their respective jurisdiction whom he or they shall think remiss or negligent in the discharge of his duty, or otherwise unfit for the same; and the said chief constable or Watch Committee is and are hereby also empowered at his or their discretion to fine any such constable in a sum of money not exceeding one week's pay, and to reduce the said constable from a superior to an inferior rank, such fine and reduction is in addition to any other punishment to which the said constable may be liable; and all punishments, penalties, and fines such as above mentioned, heretofore imposed or inflicted under rules framed under and by virtue of the 3rd section of the Act of 2 & 3 Vict., cap. 32, shall be deemed to have been legally imposed or inflicted."

8224. Then the limits of punishment for each offence are limited by the second rule?—Yes, the maximum.

8225. Tell us what effect, if any, those punishments have on the promotion or pension of the men?—In the present state of the Superannuation Act, I am sorry to say they have a very bad effect. They tell in the case of pension to the man's disadvantage.

8226. Will you tell us, please, whether the Bill lately before Parliament mediates any change?—Yes; by allowing men to claim for length of service instead of leaving it discretionary with the authorities.

8227. Without being affected by any punishment?—Yes; by any entries in the conduct book. That is what we have been aiming at all through.

8228. But with regard to promotion, tell us what would be the effect of those punishments and their record?—I think they would have a salutary effect with regard to promotion.

8229. But do they influence promotion at present?—I think they do slightly in the towns—in the counties, the chief constable knows his man, whether it is an accidental fault or habitual.

8230. There is no hard and fast regulation by which a man's records, either in town or country, are barriers to his promotion?—No.

8231. *Mr. Harrell*.—In point of fact, notwithstanding records, promotion is within the discretion of the superior officer?—Yes; in counties, and Watch Committee in boroughs, influenced by the report of the chief officer.

8232. *Chairman*.—Of course, degradation from inspection is one of the modes of punishment?—Yes.

8233. When you degrade a man from inspection, do you reduce him to constableness?—You usually let him down by steps.

8234. And if he conducts himself well in the step to which he has been reduced, has he a fair prospect of being restored?—He has a chance again according to what his real value is, and his subsequent conduct.

Colonel
C. A. Lobbe.
23 Sept., 1892.

8227. *Mr. Holmes*.—Is a man generally fined for a first offence of drunkenness?—No; he is reprimanded.

8228. What is usually the amount of a fine for drunkenness where there is a fine imposed?—It varies so much. I could not possibly tell you, but it is a very severe punishment, indeed, to be more than 10s. I should consider a full fine unless under aggravated circumstances. We do not touch their purses in England if we can help it to any extent that can be a hardship to the men.

8229. Then, do you think that efficient discipline can be maintained without resorting to a system of fining?—Without resorting to severe fining. It stands to reason that if you throw a man into debt to pay a big fine he is a sore man for ever, and always working against his collar.

8230. *Mr. Horrel*.—I take it for granted the circumstances under which the offences may have been committed will be always taken into account in measuring the punishment?—Always.

8231. And that a man who commits an offence by drunkenness on duty adds greatly to that offence?—Yes; we consider drunkenness on duty aggravates the offence.

8232. *Mr. Holmes*.—And it would be for a case of drunkenness on duty that the fine of 10s. would be imposed?—Yes.

8233. *Chairman*.—Is there anything corresponding to the Irish Constabulary Court of Inquiry for dealing with charges against the men?—I do not know what that Court is.

8234. *Mr. Horrel*.—When a man is reported for a breach of discipline, is that report made on paper?—Yes.

8235. Is that paper put into the hands of the man so reported?—Yes, and he writes what he has to say upon it.

8236. In the event of his denying the accuracy of it, how is the propriety of the charge determined?—By personal investigation, either by a superintendent or the chief constable.

8237. I take it that he puts upon that paper the result of his inquiry?—Yes.

8238. Is that final?—The chief constable has all the power himself. He records upon the paper, "I award so much," and then it is put into the general orders.

8239. Is there no appeal to any one from that?—No appeal. With the Watch Committee it is somewhat of the same form, but the inquiry is personally gone into.

8240. In towns the Watch Committee exercise the powers which in counties are exercised by chief constables?—Yes.

8241. *Chairman*.—Please to tell us what the general principles are on which promotion is conducted in the force?—Every force has a certain staff of officers, and as vacancies occur, the best men are selected from the grade next to fill them up.

8242. Are the selections irrespective of seniority?—If two men are equal, the senior man would get the advantage; but it is done by selection.

8243. Is the selection made by examination?—No, not generally. In one force I think they do examine.

8244. In literary subjects?—In writing, calculation or arithmetic, keeping the pay sheet, burglary, and sheep-stealing cases. In Yorkshire, I made every candidate for promotion send in an imaginary case of sheep-stealing, burglary, and pay sheet.

8245. Then, in the main, the fitness of a man for the discharge of his duty is the ground of selection?—Almost always.

8246. Who has the voice in the selection?—The chief constable in the county.

8247. According to your experience, does the chief constable make himself so personally acquainted with the merits of the men as to be able to form a good judgment?—Yes; he does it through the superintendent of the districts and personal knowledge.

8248. What I want to know is, whether his personal knowledge is brought much into play in the matter?—All promotion is with the knowledge of the chief constable.

8249. Does he himself know personally of the merits of the candidates, or is he guided by the experience of the superintendent?—In the smaller forces he does it all himself.

8250. How often does the chief constable see the men as a rule?—It is hard to say; he has to go over the district.

8251. How often does the chief constable of a county (who is analogous to our county inspectors) see every man?—He does not assemble every man. He goes to petty sessions generally every three months, and he sees the men very frequently. There is no fixed rule about it.

8252. He goes to petty sessions every three months?—He does generally. His goon to every station once in three months in many places. No man could do it so often in Yorkshire.

8253. In your capacity of chief constable in Yorkshire, you were bound to depend to a large extent on the representations of your superintendents?—Very much.

8254. Are the men satisfied with the system of promotion?—Yes.

8255. Are you aware whether there is any idea that favoritism prevails? I do not ask you whether it does prevail; but whether such a feeling at all exists among the men?—I do not think the feeling exists openly, or is talked about much, but I have no doubt there are a great number of men dissatisfied, who think they ought to have been selected.

8256. I suppose in all the forces you have to deal with the position of inspector is filled by men raised from the ranks?—Yes.

8257. In the position of superintendent also?—Mostly. There are a few exceptions.

8258. Where are the exceptions?—In two or three counties. Some few are from the outside—military and naval men.

8259. Is the fancy to employ outside men an old fancy, or one that has grown of late?—I do not think it is increasing. It has always been so in my experience.

8260. Does that produce any dissatisfaction in the force?—I think it does, as a matter of opinion.

8261. Do you think the dissatisfaction it produces is calculated to deteriorate the force?—No.

8262. It is more sentiment?—Yes. I do not think the constables and sergeants of the divisions under those officers object.

8263. Will you be kind enough to tell us what the rule is with regard to borough head constables?—They are advertised for and appointed by the Watch Committee, generally from outside the force.

8264. These men hold a position similar to that of the chief constable in the county?—They are chief officers of the local police. They have not the power of punishing; they are entirely under the Watch Committee.

8265. Would you then consider their position as somewhat analogous to that of a superintendent in a county?—Yes; that is what it is.

8266. Except that probably in the case of a large town like Birmingham they have a larger body of men under their control than an ordinary superintendent?—Yes.

8267. Are the head constables taken from the inspectors?—Never, or very rarely from the force to which they are appointed, but generally from men who have gained experience in other forces.

8268. Do the inspectors who rank next to these head constables discharge duties at all similar to the duties of superintendent in the counties?—No; they are more like upper sergeants.

8269. In point of fact, there is no analogy between the inspector at the town and the superintendent in the county?—None.

8270. He ranks more like the inspector in the county?—Yes.

8271. Do you approve of the system of selecting the head constable in boroughs from outside the force?—Yes, for the sake of fresh blood it is almost a necessity.

Colinet
C. A. Colinet.
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8272. Do you think he obtains greater deference from the men and maintains greater discipline among them than a man chosen from themselves would do?—Much more so; he is free from all jealousy.

8273. Do the duties of a superintendent in the country bring him into contact with the magistracy of the county to any extent?—Yes, a great deal.

8274. Are the men now holding the position found to discharge such duties satisfactorily?—They give satisfaction to the Justices with whom they are connected. I think there could be fewer superintendents with greater benefit to the service.

8275. Mr. Harriet.—Do you think that a system by which a fewer number of men of a higher class were engaged in the position of superintendent would be better than the present one?—I think so.

8276. The excessive number of superintendents arises from the large number of separate police establishments?—Yes.

8277. Chairman.—Be kind enough to tell us what particular allowances are made for absence from quarters or marching?—They vary. There is an allowance for superintendents marching from their quarters. Do you mean superintendents only?

8278. The lower ranks?—There is a special daily allowance granted to all who are absent for the night.

8279. I suppose those special daily allowances are obtained in certain regulations?—Yes.

8280. Mr. Holmes.—And I suppose they are intended to cover the cost of living and providing them with a night's lodging when absent from their district?—That is what the allowances are for.

8281. Chairman.—Are these allowances for absence a certain number of hours in the day-time. Say a constable is absent 10 or 12 miles from his village from 6 o'clock in the morning until 6 o'clock in the evening?—That would be case for special consideration.

8282. But as a rule, would he get any allowance?—The railway fare is paid, *id.* a mile.

8283. I suppose these things are regulated in each force by the chief constable?—Yes.

8284. In the case of transfer, does a man get any allowance?—If not ordered away for misconduct he gets a travelling allowance varying according to the discretion of the chief constable.

8285. If a married man is transferred, is the expense of the removal of his family taken into account?—It is quite in the discretion of the chief constable.

8286. From your own experience as chief constable, can you say whether a large family was made the ground for expecting more?—I gave it in Yorkshire no remarks.

8287. You generally gave more in such cases?—Yes, for good conducted men on transfer.

8288. Mr. Holmes.—When a man is obliged to break up his home, being ordered elsewhere for the good of the service, and no fault of his own, are the expenses which he has to incur taken into account?—Speaking from my own experience, I did not let a man leave for the benefit of the service; but if a man was misconducted I took that into consideration.

8289. Chairman.—Be kind enough to tell us whether, as a rule, the constables of the police forces in your district are popular with the people, and in ordinary times get on well with them?—In ordinary times they are as popular as anybody in the village, a bootmaker, or any one else.

8290. You told us if a policeman was popular in a village he was really a big man?—Yes; he is a great man and looked up to. He is a "Mister."

8291. When he retires from the force does he find it easy to get employment?—If he is second he gets employment immediately.

8292. Mr. Holmes.—What kind of employment?—As night watchmen. They jump at him in every direction, such as for coal and gas works, &c.

8293. Chairman.—Does he get charge of public buildings?—Yes. I do not think they find any difficulty in getting employment if they are second; but up to the present we have very few men in our forces fit for work being superannuated, in consequence of their

being detained till they are so old there is no more work to be got out of them.

8294. Mr. Holmes.—What rate of wages do those men expect when they go out second and get elsewhere; would they be satisfied with 10s. or 11s. a week?—Yes, having their pension, too.

8295. Is it employment yielding something like that they would be fit for?—Yes, some quiet work.

8296. Would a retired constable be glad to get any employment?—He would not take garden work or hard labour work. He has not it left in him to do such work. You must remember we squeeze the orange terribly at present.

8297. Chairman.—Would the men, as a rule, take to labour after leaving the force?—No; they are not fit.

8298. Do you think that having held such a dignified position, as you describe, in the villages, they would, if they could, settle down as agricultural labourers?—I do not think they would. They might till their own garden. A retired constable has got a little money; he has his pension.

8299. His pension, of course, is considerably less than his pay?—Yes.

8300. Is he able, as a rule, by what employment adds to his pension, to live pretty comfortably?—Pretty well, if he is in good health. The doctor's bill would hurt him.

8301. Mr. Holmes.—Would a police pensioner object to driving a cart or van?—Oh, dear, no; but he would not do such a thing as pick stones.

8302. Mr. Harriet.—Would he look upon employment as keeper of a gate lodge, in library, as outposts?—Yes. A sort of watchman that is.

8303. Chairman.—Suppose he retired as an inspector?—An inspector would not take it. He has been "Sir" and "Mr." for some years.

8304. Do many constables retire disabled by injuries sustained in the discharge of their duty?—Every year there are some. It would be hard to say how many.

8305. You could not form an idea as to the number of cases out of the 5,000 men under you?—No.

8306. Can you tell us whether the men in the force are able to save money?—No. I do not think they can in the lower grades.

8307. When you say the lower grades, what makes do you mean?—Constables and sergeants.

8308. Do they make their inability to save money a ground of complaint?—No.

8309. How do you account for their not expecting to save money?—A happy-go-lucky disposition. They do not think of it like many of us. For the first four or five years they do not think much of pensions, but it is the prospect afterwards of pension, when they begin to settle down and think a bit, that relieves their minds; and pension, after all, is a sort of deferred pay.

8310. Mr. Holmes.—When you say that constables, as a rule, do not save, do you allude to constables in receipt of such high weekly wages as 26s. and 28s.?—Yes.

8311. And you say that sergeants do not save either?—A few sergeants here and there do, who have got a little private money of their own, and add to it. I have known one or two constables who saved money, but they starved themselves.

8312. Chairman.—Be kind enough to tell us what the nature of the discipline is, whether it is of a military character?—It is not.

8313. But it is of a character peculiar to the police?—Peculiar to the police.

8314. Be kind enough to state its general features?—I do not know how to put it, except that you tell a man to do a thing and he does it.

8315. Are the men drilled?—They are drilled a little during the summer months in the little drill they require so as to act in four-deep, and so on. I never allow men to exhibit drill to me more than four-deep. If there was a row, it would be necessary to make large bodies of men to get them into sections. Police should never be in larger sections than of ten men. Therefore,

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what is the use of drilling fifty and sixty men in a body? It is only waste. They are drilled about two months at headquarters to act four-deep, two-deep, and single rank. Then they go out to a division. Perhaps they are paraded twice a-month, and they are assembled for drill in the summer months for about an hour.

8316. Are they paraded before superintendents?—Yes.

8317. *Mr. Harrel*.—At what periods?—Generally in the summer.

8318. Twice a-month?—Yes; they generally assemble together twice a-month in the summer.

8319. Are they ever drilled to use fire-arms?—No.

8320. Are they drilled to use swords?—In some forces they are, and in others they are not. All have cutlasses in the station-houses, but no shooting arms or pikes.

8321. *Mr. Robins*.—Is a policeman entitled to any reward?—Yes, but not as a right. In every force a man will get seven to ten days, as much as he wants.

8322. *Mr. Harrel*.—Is there any stoppage of pay on leave?—No, except for staying beyond leave.

8323. *Chairman*.—If a man gets married in the force is he removed to another place from where he happens to be stationed at the time?—He is, to some other part of the county, away from his relatives, and his wife's relatives.

8324. *Mr. Harrel*.—On the subject of recruits and recruiting, what form is a man obliged to go through before being received as a probationer into a police force?—On applying for admission, a paper is sent from the chief constable to the candidate, who has to fill up answers to a number of questions, and these are to be certified by a number of resident people who have known his character for the last five years of his life. There is a medical certificate at the bottom of that, and then the man's own signature that it is correct. He is then called upon to join or not, according to the vacancies there may be.

8325. Is there any difficulty in obtaining recruits for the different forces in your district at present?—Not at present. At times there has been very great difficulty.

8326. Is there any standard as to height and chest measurement?—The rules laid down by the Secretary

of State require that the man shall not be less than 5 ft. 7 in. in height. As a rule we do not take men of less than 5 ft. 8 in. in height and 36 in. chest.

8327. In these any means by which candidates of the several forces are registered so as to be called when wanted?—Yes: there are plenty of candidates at present, but if a candidate be not taken on soon he seeks employ elsewhere.

8328. At present, every man who wished to join one of these police forces might not be able to do so until after a considerable interval of time?—For a selected force he might have to wait, but we could get him appointed in some force if he wished.

8329. *Mr. Harrel*.—As a final question, I would like to ask you whether the men are fairly satisfied with the scales of pay to which you have drawn attention?—They are, with little variations, which are easily remedied.

8330. *Chairman*.—Is it your experience in England that you require a different class of discipline and management for a large town force like that of Birmingham to that required for a country force?—I think different management is required.

8331. *Mr. Harrel*.—But, after all, in speaking of the discipline of any police force, it must necessarily be different in its character to the discipline of a military force?—Altogether. We do not attempt severe discipline.

8332. A policeman renders the most valuable service acting on his own responsibility?—Exactly, and with a cheerful will.

8333. And with a cheerful will. And, consequently, the enforcement of military discipline, which would convert him into a machine, would render him useless as a policeman?—For our English service entirely.

8334. And unless a man is fitted for and prepared to take separate, individual responsibility, he is of no use whatever?—He is of no use whatever. We would a great deal sooner get rid of a man than to be bothered with discipline, such as having always to be watching him.

8335. Of course, perfect obedience to his superiors is absolutely necessary in every instance?—Absolutely necessary. Whatever order is given must be obeyed by the subordinate.

Constable EDWARD KAVANAGH, examined.

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E. Kavanagh,
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8336. *Chairman*.—How long have you been stationed in the County Fermanagh?—For the past seven years. Before that I was in Kilkenny.

8337. How long have you been in the force?—Twenty-two years.

8338. Take the subjects you wish to bring under our notice in the order you think most important. What is the first?—The men who sent me here consider that at least 1s. a-day additional to the present pay for all ranks would be required.

8339. Be kind enough to tell us the grounds on which they rest their claim?—They consider the present pay disproportionate to the pay of other forces and the cost of living as being more now than when the present pay was struck. It is on these two grounds they base their calculations.

8340. With regard to other forces, do you refer to any force in particular?—I refer to the English forces, and also to the Dublin metropolitan police force.

8341. I suppose you are aware there is a great variety of pay through England; that the great town forces in London, Manchester, and other places are much more highly paid than the rural forces?—I have heard so.

8342. Of course, you admit that it is desirable, in a general way, to take all into account?—Yes. I believe that our force is worse paid than any other body of police in the United Kingdom.

8343. Do you mean having regard to the amount of money they receive?—Yes. The cost of provisions is just as much with us as any place else; and, in fact, in Dublin you can get the class of provisions we submit on hand, and in some cases cheaper, except potatoes. It is just as expensive to live in the country as in a town, in my opinion. With the railway facilities, provisions can be got just as cheap in towns as in the country, while they are harder to get, and both tea and sugar are cheaper.

8344. Do you wish to make any other remark on the subject of the cost of living and provisions?—I cannot go into detail of the actual daily expenditure, because I have a family, and it would, therefore, vary from that of a single man. In fact, it is pretty difficult for me to manage with a family on my present pay, but a single man would be able.

8345. How long have you been married?—For the past seven years. It is for marriage I was transferred from Kilkenny to Fermanagh; another grievance, I think.

8346. How many children have you?—Four.

8347. Are you accommodated in barracks?—I am, and I have 72s. 12s. a-year to support myself and wife and four children.

8348. That is about 6l. a-month?—6l. 1s. 4d., but there is a deduction for rentage that brings it a little under 6l.

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H. Keenan.
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8349. Without going into details, what do you say your general expenditure would amount to in the month?—It would be scarcely fair to compute it on the past three years, as we have been more out of pocket than at any other time. I had to draw 10*l.* out of bank in addition to the money I received. I have not been able to live on my pay at all. The 10*l.* was part of my wife's fortune. Before that time I could live on my pay and support my wife and four children; but I think a man should not be working merely for what he would eat, he should have something to live on in comfort.

8350. Mr. Holmes.—Without saying your present pay is sufficient or insufficient, is not the demand that each rank should receive 1*s.* a-day in addition to his present pay rather exorbitant?—I should think not. In the Dublin metropolitan police it appears they are not satisfied with their present pay, and men of my rank have 6*s.* 6*d.* per week more than I have at present.

8351. Have you considered that if your demand were granted the effect would be to raise the pay of a constable upon joining the force from 3*s.* a-week to 2*7s.*?—I should have said that a man immediately on joining should do with a lesser sum for some time than 1*s.* a-day. I would make it so that the longer he would be staying in the service he would have something to look forward to as a gradual scale of increase. It would encourage young fellows to step in the service and take an interest in it.

8352. Then, in point of fact, you think that an indiscriminate addition of 1*s.* a-day to all ranks would not be prudent?—I do not go so far as that. I say 1*s.* a-day on an average would be little enough, but not to give it to a recruit on joining.

8353. A constable for the first four years of his service receives 1*l.* a-week?—Yes.

8354. Have you considered that the result of your demand would be to increase his pay from 26*s.* to 27*s.*?—About 2*s.* would be fair for him for the first four years; and a sub-constable of twenty years' service should be able to look forward to 30*s.* a-week.

8355. Chairman.—Pass to the subject of pension.—It does not affect me, but I must speak for those who sent me here, and I am deputed to say that the younger men who joined since 1866 should be placed on an equality as regards pensions with the men who joined prior to that date.

8356. Amongst the class you represent—head constables, constables, and acting constables—how many are there that came in since 1866?—One head constable, six constables, and the whole of the acting constables, except one; I would say four acting constables.

8357. Eleven men out of how many?—About thirty-five or thirty-six.

8358. Tell us the grounds on which these men put their claim for an equality of pensions. Were they not aware when they entered the force that they were bound by the Acts of Parliament regulating it?—They were; but a good many on joining the force only looked forward to the present pay.

8359. When did this demand for equality of pensions arise?—It has been going on as an unfavourable agitation for the past twelve months and better.

8360. I presume the main ground of it is, that the men who got in immediately before them have the scale they seek?—Yes. Some of the men got in only a week or two before the others, and two on each scale would be in the same station.

8361. It is customary now to bring under the notice of recruits as they come in the scale of pensions?—I know when I joined the force all the conditions were read to me, but I scarcely minded.

8362. The condition as to pension with the others?—I am sure so to pension as well.

8363. Do you wish to add anything else on the subject of pension?—No.

8364. Mr. Holmes.—Are you aware that none of

the police forces in England have so favourable a scale as the scale under which you wish to come?—I am not. I do not understand what way the police forces in England are with regard to pension.

8365. I suppose you see a great deal of difficulty in putting the police force of this country in a better position than the police forces in England?—Yes; but we have been long in a worse position as regards pay.

8366. When you state you are in a worse position as regards pay, do you know anything about the rates of pay given to the various police forces in England?—I have heard the matter talked over among various constables, but I am not in a position to give the actual pay.

8367. Otherwise.—Go the next subject, please.—The next is with regard to unfavourable records.

8368. They at present affect both promotion and pension?—They do.

8369. And you, with the others, are of opinion that the fines which lead to those unfavourable records ought to produce their effect at the moment, and ought not to have any effect after the lapse of some time?—Yes; three years for one, and five years to give a man a clean sheet. As a matter of fact, it is within a few months of twenty years since I got anything, and it is deplorable that it is there in the Statute Book against me still.

8370. Did it postpone your promotion for any time?—It did; of course, other men without unfavourable records had a better claim than I had.

8371. You have had some since then?—None; I got a county inspector's fine about sixteen years ago, but nothing from the Inspector-General for about twenty years, or a few months of it.

8372. Pass to the next matter, please.—We would ask 8*l.* a-year as a lodging allowance for married men. There is a man in the station with me paying 8*l.* a-year; some of them may get lodgings a little less; I have known married men to get lodgings at 7*l.*

8373. Do you think that the giving of this lodging allowance would have the effect of inducing men to marry?—It might slightly.

8374. Do you not think it is an undesirable thing to do anything that will hasten marriage?—If a man has a taste for marriage I do not see why he should be prevented from marrying.

8375. But is there any good in fostering the taste by giving him an additional taste for it until, at any rate, he reaches a mature age?—Of course, it would be an inducement.

8376. Mr. Holmes.—If you knew that a lodging allowance was not given to the married men of the English forces, would you still press for it?—I would; it might be a grievance among them for aught I know; it does not make it the less a justice by reason of another force not having it.

8377. Mr. Harrel.—Is there any precedent that you know of for a claim to lodging allowance for married men?—None; except that in the proclamation for recruits it is stated, "allowance for clothing, lodging, &c."

8378. You know perfectly that has no reference to married men at all. It is a general proclamation for recruits, and the allowances—the general allowances—in barracks.—When the English police provide their own lodgings, the wife and family can carry on some other trade that will help to pay for the lodgings, but ours cannot. The wife of an Irish constable cannot engage in any trade.

8379. You know that, as a matter of indulgence, a large number of the married men of the force have accommodation in barracks for their wives?—They have by the rules of the service, when the accommodation is in it.

8380. That, after all, is a rule of the service, but, at the same time, it is by indulgence?—It is by indulgence.

8381. Chairman.—Go to the next subject, please. The men claim an allowance of 2*l.* 5*s.* for boots,

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three pairs in the year at 15s. per pair, and for the wear and tear of plain clothes, &c.

8382. In your county how often, on an average, is a man asked to do duty in plain clothes?—Not often; I suppose I am in one of the quietest counties in Ireland.

8383. Would you say a dozen times in the year?—Sometimes less.

8384. Pass to the next matter.—The present allowance of fuel is insufficient. I consider that the public fuel should be supplied to the barracks, and let the constable take receipts for the amount at the end of the month.

8385. Mr. Harrel.—Do you not think, now, that having regard to the way in which it is possible to supervise the expenditure on fuel and light in the barracks, that that would be a very bad arrangement?—It would not be much trouble. Then I would make it to 11 for the winter months, and 14s. for the summer.

8386. That, of course, would include the fuel for the kitchen, as well as for the guard-room fire?—It would.

8387. You know at present the fuel is not intended for cooking?—It is not; still, in many cases it is used in common.

8388. Chairman.—Suppose you used all the fuel that is supplied for the guard-room fire for the guard-room fire only, would it be enough?—It would if the fire was only kept up in the day-time, but there are some localities where fuel is extraordinarily high.

8389. Do you burn coal?—Yes.

8390. Is your county generally is it coal that is burned?—In the county generally it is turf.

8391. Pass to the next point.—A constable has at the rate of 10s. a-month for the winter six months for an office fire. I think that should be made permanent for the year.

8392. On what ground do you seek for that?—On the ground that a man would require a fire in summer time as well as in winter. It is burned in his own room; his office is his room. A constable in charge of a station has no special accommodation.

8393. Why would he want a fire in summer?—The room would be very cheerless without a fire.

8394. As a matter of fact, does he cook at it?—He does.

8395. Mr. Holmes.—Then it is practically for cooking you want the fire?—It would amount to that, but he has no office except the sitting room where himself and his wife are.

8396. Chairman.—Pass to the next subject.—The present rate of extra pay would be sufficient if made permanent.

8397. Mr. Holmes.—When you say extra pay, you mean the allowance?—Yes; I mean allowance when absent at night.

8398. Chairman.—Pass to the next subject.—For circumjacent visits men are not allowed for marching or extra pay.

8399. Mr. Harrel.—The duty of circumjacent visits is charged with petrolling?—It has been ruled so by the Inspector-General.

8400. And for petrolling neither marching money nor extra pay is allowed by the present finance regulations?—No.

8401. Then, in point of fact, either the present finance regulations should be altered to entitle you to anything for this, or else the making of circumjacent visits must be removed from the same class of duty as petrolling?—Yes; we have received even arrears, but a late Circular of the Inspector-General has decided we are not to get an allowance any more for circumjacent visits; there is a circumjacent station 16 miles from me, and the men have to hire a car.

8402. Did you make an application to have that station removed from the list of circumjacent stations?—I did not, but the man whom I succeeded there did.

8403. You never applied?—No; in going to it by the best road I have to pass two stations.

8404. Go to the next point?—The men complain there is too much of their time taken up in leaving their duties theoretically. When a serious outrage takes place, they never think of those things they learn that way, neither constables nor men; they act their own way, and the better way.

8405. Is it the opinion, then, of these who sent you here that a man's own way of doing a thing within certain limits of regularity is likely to insure success better than fixing every man down to a hard and fast rule of procedure upon a certain contingency arising?—That is my opinion.

8406. Chairman.—Pass to the next subject.—The select list is not intended to develop the intellect of the force at all.

8407. Tell us in what respect you find it disadvantageous, and how you wish to have it improved?—A fellow that is not good in the detection of crime is generally stuck in a country station where there is nothing to be done, and he can read up and pass a Civil Service examination, whereas a smart, intelligent man, inclined to do his duty, will be placed where outrages are prevalent, and so, having no time to study, he will be plucked.

8408. The result is to promote the student at the expense of the real policeman?—Yes.

8409. What do you propose instead?—I would propose promotion by seniority and good knowledge of duty, and also that literary qualification should be a great element in it, but the men of seniority should have the greater chance. A man recommended for promotion should be called up irrespective of his time on the seniority list. If a man was recommended by his county inspector, say two years, he ought to have a chance of competing.

8410. Mr. Harrel.—If you do not take him by the seniority list, how would you have the selection?—I would have seniority the greatest element in it, and next to that his professional knowledge.

8411. Chairman.—What is the next subject?—The present allowance for making up clothing is too small.

8412. What addition do you propose?—About 7s. is paid for a tunic, and 3s. for a pair of trousers.

8413. We know what the difference will be. What is the next subject?—Mounted constables should not be discontinued at 45 years of age. It is unfair to the infantry of the county, for it retards promotion.

8415. What is the next matter?—The assistant stonekeeper at present gets 12s. 6d. per month; he ought to get 11.

8416. Pass to the next.—I think somewhat finer garments should be supplied to constables than sub-constables.

8417. Mr. Harrel.—You mean tunic, trousers, and jacket?—Yes; and I would do away with the frocks altogether.

8418. Chairman.—That is the new garment?—Yes. It is neither useful nor ornamental.

8419. Mr. Harrel.—Do you not think it is a very good garment in the heat of summer?—No; when I put it on I get a bad dose of cold out of it.

8420. Pass to the next matter?—10s. a-year is too little for a constable to have over the pay of a sub-constable, taking into account the responsibility that rests on a constable. My sub-district contains 224 townlands. I have charge of that. I am responsible for the cleanliness of the men and their quarters, as well as for their conduct. I have to keep the books and records, report all outrages, and sometimes visit the scene. I would suggest a difference of 15s. between a pay of sub-constable and constable, and that a head constable's pay should be raised accordingly. There are twelve head constables of the second class, and it is provided they should get 10l. a-year extra rate. At present they are not in receipt of it, and so there is 120l. lost to the service. There is also a provision made for sixty constables at 4l.

a-year. We never know how many are on the list, which is not published.

8421. These extra rates are given, not as a matter of right, according to seniority, but to those senior men who, though very deserving in many respects, are not eligible for promotion?—The list is never published. I would suggest that a merit class of constables should be established.

8422. Chairman.—Is not that a merit class of constables?—4l. a-year is nothing.

8423. But it is, so far, a merit class. You would suggest a merit class receiving a greater increase of pay?—A merit class receiving 8l., instead of 4l., for men of long standing and good policemen every way, but still unfit to pass the literary qualification.

8424. Your object was not affected by this late disturbance?—No.

8425. Were you much employed in that way?—We were.

8426. Taking your case during the last three years, how often were you drafted into another county; were you drafted ten times?—I am sure I was far more. I used to attend assizes, too, in consequence of that agitation. I was in the agitation between Fermanagh and Cavan. Cavan was more disturbed.

8427. When you were drafted to other counties were you frequently out at night?—Yes, on all occasions, except when a thing would occur in our own district.

8428. I mean out in the air all night?—No.

8429. Did this duty outside your own county entail much bodily hardship on you?—It did. We would come in wet to a straw lodge, after protecting the Sheriff all day.

8430. What do you mean by a straw lodge?—A large house, perhaps a court-house, with beds of straw, say, a couple of tons of straw thrown in, and the men gather it round them.

8431. How often have you been obliged to sleep in a straw lodge?—About twice. On other occasions we get permission to go to lodgings.

8432. Point out any other hardships besides being

obliged to sleep so that attends men on duty outside their own county?—It is a very unpalatable service to protect bailiffs. We are often hooded and shouted at, and still we endeavour to fulfil our duty.

8433. Mr. Harrel.—Except when a man comes into it wet, or is kept too many nights in it, being in a straw lodge is not unpopular with the men?—It is. I have been in straw lodges, but it is years ago, down in the county of Tipperary, where the straw was not fit to go under pigs.

8434. But, except under such unfortunate circumstances, the men do not dislike it?—The men would rather get the lodgings and pay the difference.

8435. They get their lodging allowance all the same?—The very same when not accommodated in barracks.

8436. What is the object, then, of having the men in a straw lodge?—To keep them together and have them in bodies in case of a riot; they would be handy for patrols during the night.

8437. Have you anything else to bring before us?—With regard to retirement, the men who sent me here say it ought to be optional to retire at twenty-five years' service, and compulsory at thirty.

8438. Is it your experience that men after twenty-five years' service are not so effective for the discharge of their duty?—They are not.

8439. Is there anything else?—We would not have a senior responsible for the drunkenness of a junior when the senior is not a party to it, but we do not object to being responsible for the due performance of the duty.

8440. Is that all?—The men who sent me consider that promotion in the ranks is too sluggish at present, and that there should be a greater number of vacancies open to head constables for the rank of sub-inspectors; they would say about one-half. If that was not done, there might be (as recommended by the late Commission) superintendents appointed.

8441. Chairman.—Then the main argument in favour of appointing the sub-inspectors of the force more from the ranks is to stimulate promotion?—Yes.

Sub-Constable EDWARD KELLY, examined

8442. Chairman.—You are stationed in the County of Fermanagh?—Yes.

8443. How long?—Only since last February.

8444. You represent the sub-constables of Fermanagh?—Yes.

8445. How long have you been in the force?—Nine years.

8446. Where were you stationed before?—In Kerry.

8447. In what part of Fermanagh are you stationed?—In Enniskillen.

8448. Be kind enough to bring before us the matters which the sub-constables have requested, taking them in the order you think important.—The men who sent me here say they should, at all events, be put on the same footing as other police establishments of the country. At the lowest calculation they consider themselves entitled to at least 1s. a-day extra pay.

8449. Have they instituted a careful comparison with other police establishments in the country?—As far as in their power they have, but they have not had all the information they desired on the subject.

8450. Probably they have compared themselves with well known forces like the London metropolitan police?—The London and Dublin metropolitan police force are better known to the men of our service than any rural police forces in England.

8451. What is the next ground on which they

seek an increase?—The present rate of pay is insufficient to keep a man respectably.

8452. Your rate of pay at present is 57l. 10s.?—Yes.

8453. On that have you been saving money?—I have not; I could not save money on it.

8454. You are a single man?—Yes.

8455. Enniskillen is not a very dear place?—Generally speaking, it is not.

8456. You do not find the entire of your pay is eaten up by the expense of living and keeping yourself in Enniskillen?—There is one thing, that the duty is not so laborious and hard and harassing as it is in other parts of Ireland. A man in Enniskillen could of course live cheaper than if he were in a district where he would have to do harassing duty.

8457. Is it your experience that a good many men in disturbed districts lost money during those disturbed times?—Yes.

8458. Before the disturbed times were not men able to save money generally through the country?—No; as far as my experience goes, it is in the opposite direction altogether. A man with a great amount of engineering, and one thing or another, might be able to steer straight, but he would not be able to make money.

8459. You say steer straightly; but surely there are not many cases of constables being in debt?—For the last three years they are.

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8460. Am I to understand that the last three years have sold on the cost of living in Fermanagh as in other counties?—I am not allowing for Fermanagh, but to my experience in the south of Ireland.

8461. Do you wish to add anything else on this subject?—The Irish constabulary require a larger amount of professional knowledge than other police in order to discharge their duty properly, and I would urge that as another ground for claiming an increase. I venture to say we do our duty as well as any police force in the world.

8462. When you say you have a larger amount of duty, do you refer to the military duties you discharge?—The military and police duties. We have to administer the laws, and a man has to know everything in the Acts of Parliament, and if he does not know it he cannot do his duty properly if a case turns up.

8463. Take the case of a sub-constable, surely he is very much assisted in these matters by his constable?—Certainly, if there is time for that; but a sub-constable is often working on his own responsibility than under the guidance of a superior head.

8464. Do you wish to add anything more on that subject?—No.

8465. What is the next matter?—Pensions. Constable Kavanagh went thoroughly into the subject, and I have nothing to add to what he has already said.

8466. Are you aware that, with the exception of the older members of the Irish constabulary, and some of the older members of the Dublin metropolitan police, there is no force in the United Kingdom of which the members retire on full pay as pension?—I am.

8467. Is there any ground on which you can point to a distinction that ought to be made between the Irish policemen and others?—There is. A man after doing duty twenty-five or thirty years in the Irish constabulary is not worth anything. He is useless in the way of doing anything if he could get a situation, and of late years any man in the world would sooner get a situation than a policeman.

8468. Is there anything more on that point?—No.

8469. Pass to the next point that interests you.—The matter of unfavourable records. The men consider it a terrible grievance they are labouring under to be subjected to the consequences of unfavourable records. A man pays a money penalty at the time he makes a mistake, and every man is liable to make a mistake, and perhaps when a mistake is marked against him he may pay 1,000*l.* by the present regulation of the service. We regard that as one of the greatest grievances we labour under at present. A man pays for a mistake not only when in the service, but out of it, because portion of his pension is stopped.

8470. Go on to the next matter.—I consider that after two or three years a man should get a clean sheet and start afresh again.

8471. What is the next subject?—An allowance for accommodation for married men.

8472. You are not a married man?—No.

8473. Do you think the giving of a marriage allowance would have the effect of inducing a man to marry?—It might have the effect of inducing men to marry, but not any noticeable effect; because, as the regulations stand at present, a man cannot get married until he has seven years' service in a county. So that a man who is seven and a-half years a policeman ought to have his ideas fully formed, and I believe that an allowance of 8*l.* would not influence a man in getting married. Of course, in some cases it might have a great influence.

8474. Pass to the next matter.—The present allowance of fuel and light is insufficient, except, as Constable Kavanagh said, if it were kept alone for the guard-room it would not be; but if it is doubtful whether 1*l.* would do for a month in winter time even for the guard-room.

8475. What, then, have you been asked to recommend?—In a head-quarter's station, 8*l.*; or that the sub-inspector should pay the full amount of the vouchers at the end of the month, say, 3*l.* for the winter months and 2*l.* for the summer.

8476. Pass to the next matter, please.—Money for boots would be also necessary.

8477. Do you take the same scale of allowance as a constable?—No. I consider his scale too low. I should say 3*l.*; he said, 2*l.* 5*s.*

8478. You include repairs?—Yes; I am sure 3*l.* would not pay for my boots in the year at present.

8479. How many pairs do you get?—I wear a light class of boots. I have a heavy pair for winter time, but, generally speaking, I wear light boots.

8480. Do you wish to say anything about the clothing?—I have nothing to suggest about the clothing, except that I must say the money I get for making it up does not cover the expense. The men find fault with this new garment that has been issued. It is not as substantial nor as useful as the tunic.

8481. Mr. Harrel.—Is it on account of the shape or the material of which it is made?—The material loses colour in a short time.

8482. What is the fault with regard to the shape?—It is a clumsy ungainly looking thing, and too wide. I believe that it is an improvement so far as comfort is concerned in winter time if a man has to march a long distance, but for going down the street with a clumsy ungainly-looking thing with a belt outside, I do not think it becomes a man at all. That is the opinion the men generally hold.

8483. Is there any other matter?—While bearing in mind the necessity of having somebody in charge and responsible for the due performance of duty, we are of opinion that the senior man for the time in charge should not be held responsible for the acts of his juniors in the matters of drunkenness and separation, except where such misconduct takes place with the consent of such constable or senior man.

8484. Is there anything else?—We consider that twenty years is too long a time to serve before a man becomes entitled to his full pay. I believe a man is as good a policeman as ever he will be at eight years' service.

8485. Do you not think eight years' service an early period to put down for a man to get full pay?—I do not know, if you look at it in this way, that he is no good and better than then he will be at twenty, because he will be able to do harder duty.

8486. Go to the next point.—The men consider there should be some system of promotion uniform throughout the whole of Ireland. Men should be entitled to promotion at the same time. As the regulations stand, a man may be entitled at three years' service or never, and he cannot claim it. There should be some uniform system established, so that the regulations in this respect would not clash, as they do in different counties. There should be some system of examination adopted—competitive, I suppose.

8487. Would you have the promotion go by counties or all over the country?—For my own part I would prefer to have it go over Ireland, so that the men might be promoted as head constables at present.

8488. But at any rate, if confined to counties, it should be so conducted as to be uniform?—Exactly; but I believe, except promotion goes the very same as promotion with head constables at present, it could not be uniform. A man should get the option of standing an examination. He is as good as ever he will be at eight years' service, and should get promotion to acting constable if he is able and willing to compete.

8489. If every man who passed on examination at eight years' service was entitled to be acting constable, it would increase the number of acting

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constables in the service?—Of course, we cannot get vacancies for all the men that are able to pass.

8490. What you mean is, that a man at eight years' service should be entitled to pass his examination, and then take his turn by seniority?—Take his turn by competition or seniority, so long as the system was uniform. At a competitive examination, if such a thing were adopted, a man should be entitled to some consideration for having a favourable record, and get a certain number of marks. Says constable going up for head constableness should be entitled to twenty marks, and have twenty taken from him for an unfavourable record. That would be a very fair system if adopted in our case too.

8491. Pass to the next matter, please?—Extra pay, marching money for circumjacent stations, should be given the same as for any other duty. The circumjacent visits must be made within three months after a man goes to a station. In Kerry, a man sometimes will have to walk from Caherdangan to Sneem, 14 English miles, and from Sneem to Kenmare, 17½ miles, on circumjacent visits. The next station in the other direction is 10 miles. Generally speaking, in Kerry, a man marches from 10 to 12 miles, on an average, making circumjacent visits. He may march less one time, but he will be sure to march more next time.

8492. Then you think not giving an allowance to men for the duty of visiting circumjacent stations hardly, particularly in Kerry?—It does, wherever the stations are widely scattered.

8493. Chairman.—What is the next matter?—The system of demoting men at 45 years of age acts hardly, and keeps back promotion in the infantry, and they have a better system of promotion themselves in the mounted force. A mounted constable knows nothing about infantry duties. It is not fair to us.

8494. Mr. Harrel.—It helps their promotion, but retards yours?—Yes, and as it is, they have a better system of promotion than we have.

8495. Chairman.—Which is it, pay or pension, the next you represent think most important?—I believe, in the first instance, pay; because a young man, at all events, would be a fool if he did not look for the pay.

8496. There has been a good deal of evidence given before us that in quiet places, and in many places, unmarried men, at any rate, were able to earn a fair share of money. I understood you to

say that that was not your experience?—It has not been mine; I did not meet men in the service having money.

8497. Where were you stationed when you had 54½ odd a-year?—In Kerry.

8498. That was during the troubled times?—Yes, I am on the 571 since I cleared eight years' service. That is one year now.

8499. Used people in Kerry deal fairly with you in the matter of prices?—Of course, they would knock us down for as much as they could get. They would charge two prices, except what you would buy in the shop.

8500. In Enniskillen, and Fermanagh generally, are the men more fairly treated by the persons from whom they buy?—My experience is that every one will try and get as much money as they can for what they bring to market.

8501. Mr. Harrel.—Do not they do that with other men, as well as policemen?—Yes; but police cannot go knocking around.

8502. But do they not try to do it with every one?—Of course they do.

8503. Do they succeed better with policemen?—A policeman cannot lose time.

8504. He does not think it becoming to chaffer with them, as other people would?—I believe it would better become a mountaineer than a policeman.

8505. Chairman.—Do you think there is a disposition to charge police more than others?—I believe there is.

8506. Is there anything else?—I think when there is anything written against a man, he ought to know it. I have been transferred to Fermanagh. It was for the better. But it was against me when I was leaving; it was a sort of punishment. I did not expect it.

8507. What reason have you to know it was intended as a punishment?—Because I was transferred was a punishment sufficient in itself.

8508. Mr. Harrel.—Your expenses were paid?—They were.

8509. I suppose you were told you were transferred for the good of the service?—Yes.

8510. But you mean it was as bad as a punishment, because it was an annoyance?—It was an annoyance. Where a man has made friends in the police force of a county, he does not like to leave them to go to utter strangers.

[The Committee adjourned to Monday.]

RIGHTWENTH DAY.—25TH SEPTEMBER, 1882.

Present:

MR. R. O'SHAUGHNESSY, M.P., MR. R. W. A. HOLMES, and MR. D. HARREL, R.M.

Head Constable THOMAS MONROE, examined.

Head Constable
T. Monroe.
—
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8511. Chairman.—You are a head constable, representing the non-commissioned officers of Kildare?—Yes.

8512. How long have you been stationed in Kildare?—I have been in Kildare a year, and I have been thirteen years in the force.

8513. Mention the subjects you have to bring

under our notice in the order of importance; what is the first?—The first is the equalization of pensions; that those who joined since 1866 should have the same pensions as those who joined previously. At present, if they left the force, they could not maintain themselves on the pensions they would receive. Even a head constable would not

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got out on the pension a sub-constable would have under the old system.

8514. How old were you when you entered the force?—18.

8515. By the time you are 48 under the present regulations you will be entitled to retire?—Yes.

8516. What would your pension be, assuming you retired as a first-class head constable?—600.

8517. Getting out at the age of 48 as head constable at 600 a-year, do you not think you will be able to supplement that to some extent by suitable employment that you may get to do?—It is only a mere chance. Hard duty may turn up during my service, and very few are able to do it. In the present state of the country there are very few situations offering.

8518. When you entered the service did you make any inquiry as to the rate of pension you would be entitled to?—I did not know anything about it; the arms and uniform and everything else were an inducement to me; I had a desire to join the force.

8519. Are you a married man?—I am.

8520. Are you aware that there is no force in the United Kingdom except the older members of the Irish Constabulary and the older members of the Dublin metropolitan police that get pension equal to pay?—I am not, but I have heard so. Still, they have opportunities of advancing themselves afterwards in other countries where great trades are going on.

8521. To what do you attribute the difficulty of an Irish policeman getting a situation?—The opportunities do not occur, and the feeling of the people is turned against the force in most parts of Ireland except the north. I am sure gentlemen in the country would give a situation to policemen, but they would be in fear of doing so.

8522. What part of the country do you come from?—Boyle, County Roscommon, is my native place.

8523. In the case of a constable conducting himself well in a place like Kildare, is it not likely that with quiet, prudent conduct he will make friends, and be likely to get employment?—There is no doubt of that, but there may not be an opportunity of getting employment. I have known several cases where a policeman adapted for a situation did not get it.

8524. Kildare is not a disturbed county?—I should say not as far as my experience goes.

8525. In Kildare has the tendency to hold the police in disfavour shown itself much in the last two or three years?—It has as much as in any other place, although not being disturbed. There is a great deal of agitation, and the police are looked upon with a sort of dislike.

8526. Do you take the view that this state of hostility to the police is to continue for ever?—Although the agitation has ceased, the feeling against the police still exists. I have nothing to lead me to think that it will wear away. New agitation may creep up that the police will have to contend with again. It would be a great matter to the service to improve the pensions.

8527. Suppose the men were allowed voluntarily to retire at twenty-five years' service, do you think that would so increase the current of promotion as to indirectly benefit the men in the matter of pension—that is to say, instead of retiring as a sub-constable, it would give a man a better chance of retiring as an acting constable, and give a constable a better chance of retiring as head constable?—It would serve the force in many respects if the pensions were revised.

8528. Suppose you were allowed to retire at twenty-five years' service, would that be popular with the force?—It would; many would take advantage of it.

8529. Do you not think it would have some effect in improving the pensions in this way, that it would give a man a better chance of retiring on a pension

belonging to a higher rank than he has now, because, of course, if a larger number of head constables retired every year than now retire, a larger number of constables would be promoted?—They would rather remain to secure a larger pension, the constables may be married.

8530. Even with that advantage you look with anxiety to the prospect of being employed?—Yes, and receiving a good pension.

8531. Mr. Holmes.—If you were aware that the highest scale of pension given or likely to be given to any police force in England or Scotland was, or would be, two-thirds of the man's pay, would you still ask that the present scale of pensions should be made better than the scale for England and Scotland?—As long as there is a difference in the pensions given in the force there will be discontent. If the pay of the men who joined since 1866 was raised so that the three-fifths would bring the pension equal to that of the men who joined previously, they would be content.

8532. But do you not admit this, that if a man joins the force, and is thoroughly aware of all the conditions on which he joins, he has no right to complain because the men who joined the force before him are in a better position?—They did not know.

8533. I asked you if he does know?—There is not 1 in 100 understood the position. They joined from an anxiety to get into the force, and they are not proper policemen for six or seven years.

8534. If they do not choose to inform themselves with regard to their future prospects, is that any reason why the law should be altered?—It should not be altered for their ignorance, but there will be discontent as long as the men do not get a reasonable pension to maintain themselves.

8535. Mr. Harrel.—As I understand you, the feeling which exists among the men who joined subsequent to 1866 on the subject of pensions arises greatly from the fact of their being in an unfavourable position as contrasted with the older men?—There is more accuracy, too.

8536. But I say it arises as much from that as it does from the actual merits of the pension scheme?—I would say not.

8537. I understood you to say that as long as one man saw that he was retiring on a much smaller pension than another man, there would be always discontent?—There would be always leave for grumbling.

8538. Does not it come to this, that it is the matter of contrast which has a great deal to do with the grumbling?—It has a great deal to do with it.

8539. It suggests to a man that what has been obtained by others he will obtain if possible?—They think they should get the same as others, as the duties have increased.

8540. You speak of the difficulty of a police pensioner getting employment on his retirement?—Yes.

8541. You are aware that now-a-days there are great facilities for travelling?—There are.

8542. You also know a man is employed more than he used to be simply on his merits, and that employment of all sorts is regulated by demand and supply?—That is a fact; but he may not be in a position to make his merits known.

8543. But, at the same time, a man with a good discharge from the constabulary, if he went to a place where he was not known individually, would stand quite as good a chance of obtaining employment as a man who went to that place a stranger without such discharge?—Single men might do that, but a man encumbered with a family could not afford to go to those places where he would have a chance of getting a situation.

8544. On retirement from the constabulary there is nothing to prevent a pensioner going to any part of the United Kingdom or the Colonies?—That is so, and they get an advance to enable them to emigrate.

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8545. A certain proportion of their pension is advanced to them with the view of enabling them to emigrate if they think proper?—Yes.

8546. Would not a policeman stand on as good ground as any other individual in going to seek employment in one of those places?—He is out from the public in a certain way; his life is occupied with police duties, and he may not be acquainted with commercial pursuits.

8547. I am suggesting this as an answer to the argument, that he is refused employment in this country simply because he has been connected with the police. You go on his merit for employment. Suppose he has the merit, would he not stand as good a chance of employment in England, Scotland, or the Colonies as any other man?—I believe he would.

8548. *Chairman*.—When you become a pensioner the Government count on your assistance still for the preservation of law and order?—Yes; I believe they are expected in any case so requiring to render all the assistance necessary. They are supposed to go along honestly, and not to commit any breach of the law.

8549. *Mr. Holmes*.—All of us are supposed to do that?—But they can be deprived of their pensions. The Lord Lieutenant can withdraw the pensions from them.

8550. *Chairman*.—What is the next subject?—Pay. Taking into account the various duties we have to perform night and day, and also the high price of every necessary, the present rate of pay is inadequate. If we were on an equal footing with the police of the United Kingdom we would have a rise of from 5s. to 11s. Take, for instance, Birmingham.

8551. You talk of putting you on a level with the police forces of the United Kingdom. It is fair to take into account the extra work which may be considered likely to be thrown on an Irish policeman in troublesome times; but are you aware that in England there is a very great distinction made between the pay of the country force and the pay of a town force, as a rule?—The patrol duty in Ireland is fully as severe as the town duty.

8552. Are you aware that in England they make a distinction in pay between the country police and the town police?—I am not.

8553. They are better paid in towns than in counties?—I believe they are, but I never made myself up on the matter.

8554. You say your patrol duty is very heavy?—It is. Lately we have a great deal of patrol duty to do.

8555. In a county like Kildare, which is not very much affected by the disturbance, have your duties been increased?—They have. Since I went there the duties are nearly the same, but the men tell me they have nearly doubled.

8556. In what respect have they nearly doubled?—In patrolling.

8557. Do you mean they patrol a certain number of hours, or that the men are out oftener?—The men are out oftener. They are out three or four hours in the day, and three or four at night, besides having every casual duty that turns up.

8558. Have the men in Kildare been sent to do duty in other disturbed places?—Not so much as in other counties, but we are always sent to the north. I have been in Roscom in myself for a month with a detachment.

8559. During that time how were you lodged?—We were accommodated in the military barracks. We could not get a straw lodge in the town, from the state it was in at the time.

8560. Would the men prefer a straw lodge to the military barracks?—They would not be able to meet the expense of the country lodging-house, and they had difficulty before they got the military barracks.

8561. They would prefer the straw lodge to the expense of being out in the town?—Yes.

8562. Had they the increased allowance at that time?—Yes. We put in for it as we were overcharged by the people.

8563. Are you overcharged when you go to any things in Kildare?—We are not.

8564. You said something about the greater cost of living. In what respect is living dearer than it was when you got the increase of pay in 1872; suggest any items that are dearer?—I have the average monthly cost of the support of a constable, his wife, and four children accommodated in barracks, and it is 31. 17s. 10d. for the thirty days. The items include 20 lbs. of beef, at 10d. per lb.; 5 lbs. of bacon, at 10d. per lb.

8565. Do you pay as much as 10d. per lb. for beef and bacon in Kildare now?—Not in Kildare. I look it from the constable at Naas. I happen to get it at 9d.; but there is great competition—a butcher started to put down another man.

8566. I suppose it was a Land League case?—Quite so.

8567. You got the benefit of it?—Yes.

8568. I suppose it was the only benefit the police got from the Land League in the whole movement?—Quite so.

8569. Bacon has not gone up much in price?—I think not.

8570. You have seventeen stone of potatoes at 6d. a stone. That is rather under the present price of potatoes?—The price varies, but that is given as the average.

8571. Then there is an item, coal and turf, 8s. Does a constable living in barracks spend 8s. a-month on coal and turf?—I do it myself, where I am.

8572. For the purpose of cooking?—Yes.

8573. Barrack expenses and washing, 8s.; this list does not include anything for clothing?—No.

8574. Do you think this is a fair list?—I do. I had 120s. at the Castle as constabulary clerk two or three years, and myself and my wife found it enough to do to get along on that amount.

8575. How many children have you?—Two.

8576. Had you been obliged to draw on your pay?—I had, and I live very moderately. To keep myself and family as I wish I could spend more than I have at present.

8577. You were only a constable then?—Yes.

8578. There was a certain emolument attached to the clerkship?—Yes.

8579. It was that that brought the pay up to 120s. a-year?—It was.

8580. On promotion you were transferred to a county, and took the ordinary clerk pay of second-class head constable?—Yes.

8581. That is 83s. 4s. 7d.?—Yes.

8582. *Mr. Holmes*.—Financially, you were better off here?—Yes.

8583. The change was a loss to you?—Yes; a great loss.

8584. When you received the higher pay you had just sufficient?—I found it just about sufficient.

8585. Now that your pay is so much diminished, you are still able to live within your income?—Not as I would wish at all. I have to curtail myself and family in many things I would wish to get, and to enable me to take vacation I had to draw twice on a little trifle in bank.

8586. *Chairman*.—Was that saved in the force?—It was saved here.

8587. You have two children?—Yes.

8588. You have 83s. 4s. 7d. The man who supplies this account says that the proper expenditure with his family would be 81. 18s. 3d. a-month; that he ought to have 50 lbs. of beef and 8 lbs. of bacon instead of 20 lbs. of beef and 5 lbs. of bacon, and that the other things should be proportionately increased in consequence of his having four children?—Yes.

8589. But prices did not vary so much for the last ten years, and there was no great cry made of their inability to support themselves and their family.

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When did you first hear the demand for an increase of pay mooted among the men?—I could not really say. Reading it in the papers was the first intimation.

8590. How long ago would that be?—It is more than two years; I cannot be accurate in that.

8591. *Mr. Monson.*—Were not all ranks very well satisfied with the increase that was given in 1874?—They find it too little to maintain themselves as they would wish.

8592. But at the time were they not all satisfied?—They were at the time; but there is a desire to live better and more respectably.

8593. Take your case. You have two children. Here is a man with four children, who puts down his total monthly expenditure, which he says is not enough, at 54 17s. 10d. Less than that, I suppose, would be enough for you with a wife and only two children?—I often made efforts since I went to the county to save a little trifle. I might save a little, and something would turn up to take my whole pay away. I thought it too bad all my time to go for nothing.

8594. You must be able to calculate what the ordinary expenditure for food and clothing would be, and, calculating according to this man's experience of four children, you ought to have a great deal more than he had, because you have higher pay?—The desire of men as to maintaining themselves often varies; I may have peculiar ideas of my own about it, but I find that, living in moderation, I am very limited.

8595. You say, too, that being a head constable, you are more or less stimulated by your position to dress a little better?—That is what I would say.

8596. That would account for something, but would it account for everything; because, after all, so far as food goes, you would not want to live better than a constable?—There might be a little thing in breakfast; when a man aspires in outward appearance he may also have an idea of maintaining himself better.

8597. You may have conceived a higher standard of living from your position here, and going back to the country you found it difficult to wear yourself from your old habits?—No; I did not go into any extremes at all beyond what an ordinary policeman would aspire to in maintaining himself.

8598. *Chairman.*—Pass to the next subject, please?—The majority of the men believe that the present extra pay allowances is sufficient, and should be made permanent. I would say, however, that the head constables should be enabled to go to a second-class hotel, and in that way the expense would extend to, so that the present allowance should be increased.

8599. *Mr. Horrel.*—You spoke of the English police, have you made inquiry as to the pay of the English police?—I wrote only to Birmingham.

8600. Do you know the position occupied by a superintendent of English police?—I have always heard that it is relative to that of an officer, and an inspector's relative to that of a head constable.

8601. In speaking of the allowance of 5s. a-night, have you found out on inquiry what a superintendent is allowed a-night in England?—I have not; I only asked for the pay.

8602. Having regard to his relative position, you would not think that he received a very large allowance if you heard it was 5s. a-night that he gets?—I would say it is little; I would say 1s. 6d. for a head constable on duty in any respectable place he would lodge.

8603. *Chairman.*—Pass to the next matter, please?—In Belfast and London and the men are allowed 2s. 2d. a-week for wear and tear. The duties having increased in the country, the men consider they are entitled to the same allowance.

8604. *Mr. Horrel.*—In speaking of the wear and tear allowance, do you know what the 2s. 2d. a-week is allowed for?—Boot money.

8605. It is allowed by special Act of Parliament,

which states it to be for the extra cost of living?—Well, in those large places, where there is a large number of men, they should have messing at a reasonable rate as in the country places.

8606. It is neither for boot allowance nor for the wear and tear of a man's physique, but it is allowed for the extra cost of living?—The men are at the same expenditure in either place.

8607. *Chairman.*—Pass to the next subject?—The allowance for fuel and light should be increased in the winter half-year.

8608. *Mr. Horrel.*—The account for fuel and light for day-rooms and kitchen is kept in common?—In some places.

8609. Suppose you take into account the day-rooms only, would the present allowance be sufficient?—It would not.

8610. By what would it come short of the actual expenditure?—I would say half an allowance more in the winter half-year; there is nearly a ten a-month consumed.

8611. Have applications been made to the Inspector-General with the view of the allowance being increased?—I think there was some inquiry about it; I cannot say as to the application.

8612. You are aware he has power to recommend an increase of one-half?—I am aware of it myself, but in some places the men do not understand that.

8613. What do you suggest generally?—Half the allowance over the present allowance in the winter months.

8614. What do you say as to the allowance for the summer months?—I would leave it stand.

8615. In point of fact, your idea is to increase the allowance during the winter months from 14s. and 15s. to 16s. and 17s. 6s.?—Yes; that is what I believe would be fair.

8616. Do you think, having regard to the strength of stations, that there is much point in any longer forming a distinction between a head-quarter's station and any other station?—In an out-station the men will not be coming in so often as where there is a large force, and it may not be necessary to have a good fire always on to warm them and dry their clothing.

8617. *Chairman.*—Go to the next matter, please?—The men complain that the present allowance for making up clothing is not sufficient. I am allowed 10s. for making up a tunic, and 2s. for trousers.

8618. What is the loss on each article?—I paid 15s. for making up my last tunic, and I got the trousers made up for what I am allowed—3s.

8619. *Mr. Horrel.*—Then you lost 4s. 6d. on the tunic?—Yes.

8620. *Chairman.*—Pass to the next matter?—They say the material of the trousers and frock is not good enough. If they got a trousers the same as the cavalry, but without a strap or the inside flaps, and a frock of the same material as in the tunic, that would satisfy them.

8621. What is the next matter?—The men are making a great ado about lodging allowance.

8622. What do they pay in the County Kilmore, as a rule?—One man is paying 12s. a-year in Kilmore, next door to the barracks, and a constable and an acting constable are paying 6s. a-week each for very inferior accommodation, small inferior rooms.

8623. Do you think if they got this allowance it would have the effect of inducing men to get married?—I often thought of that, that they would have too many married men in the force if it was given, but if it went in the way of income, so that a man of ten years' service would receive more than a man of seven, and a man of fifteen more than a man of ten, it would be an advantage, because a man on getting married might not have a family for a year or two, or three, and he would not require much accommodation.

8624. What is the next matter?—Unfavourable

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records; I have nothing personally to say, but I have been asked to represent the matter.

8623. It is found that they have promotion?—Yes, and discourage men, who get hopeless.

8624. Have the men any wish as to the time after which they would be expanded?—Three years, and that they should not have any effect on pensions at all.

8627. Pass to the next matter?—As to favourable records; the third-class carries a pecuniary reward; the second, nothing; and the first, promotion; the second should count either half or nothing.

8628. Mr. Harrel.—What do you mean by "half or nothing"?—That it should count half the value of a record.

8629. With the view of increasing pension?—Yes.

8630. Chairman.—What is the next matter?—The men think that more promotions to the rank of sub-inspector would stimulate the force and give a desire for efficiency, and prevent a great deal of the training and education of young gentlemen joining.

8631. That is to say, it would save expense?—It would; and men promoted from the ranks have more experience than young cadets. The examinations should be all written; there should be no viva voce.

8632. Is that to induce fairness?—According to the ideas of the men the officers do not arrive at a proper conclusion. Some of the candidates are more nervous than others, and when they appear before gentlemen of high position they are not able to acquit themselves as an inferior man in education might.

8633. If you want to know what a man is like, do you not think it is a great advantage to talk to him?—It is.

8634. Your answer would be that the county or sub-inspector ought to know what his general character is?—Yes.

8635. Mr. Harrel.—But do you not think that "pluck" is a very important quality for a man in the position of a sub-inspector?—I do.

8636. And should not a man who aspires to the position of a constabulary officer be one who would demean himself fairly before his superiors or say man?—There is a great amount of anxiety on his mind, and he has to be as nervous for more than would otherwise be the case.

8637. Chairman.—Pass to the next subject?—The men consider that the senior should not be accountable for the acts of his junior.

8638. Where he is not actually a party to the acts by his neglect?—Yes.

8639. That refers to a man getting drunk?—Yes; or that a senior should not be held accountable for the acts of another when on duty.

8640. Pass to the next point?—There is a regulation at present prohibiting men going beyond a radius of a quarter of a mile from the barrack. They think that should be done away with, and that a man should be allowed to extend his walk wherever he wished. If there is only one road, a man cannot enjoy his walk going backward and forward.

8641. Mr. Harrel.—What limit would you place on his absence?—I would let him go where he liked on telling the barrack orderly.

8642. Do you think two hours would be a fair limit?—Men wish for more. A constable can give a man four hours.

8643. Chairman.—What is the next subject, please?—That back charges should not be heard after the date at which they should have been made. Suppose a man commits an offence, he should be reported the next day if there was an opportunity for making the charge, and not have it hanging over.

8644. Now it may be made after the lapse of a long time?—Yes; when some little matter of difference turns up.

8645. It is an instrument that can be abused? It can be abused.

8646. Mr. Harrel.—There is a limitation now?—If it is brought after a certain date, both are punished.

8647. The limitation at present is one year, and you think that ought to be abolished?—Yes.

8648. And that the charge ought to be inadmissible if not preferred at the time, unless there is good reason?—Yes.

8649. Chairman.—What is the next matter?—There is a practice of stopping men's pay when non-effective from sickness in the force. It is then they require encouragement to maintain them.

8650. What is the next?—The men wish that the officers be authorized to grant eight days' leave instead of four. When matters turn up in their families, eight days would often do them, while four would not. It would be a matter of great convenience if the sub-inspector were allowed to grant them eight days' leave.

8651. Mr. Harrel.—That would require an entire readjustment of the granting of leave?—Yes.

8652. At present a county inspector has power to grant one month in the year?—Yes.

8653. And an officer has power to grant four days each four months?—Yes. Instead of granting four days I would give him authority to grant eight days at a time. They say, too, there are special occasions on which they wish for a day's leave, and they have no means of procuring it from their officer. If the head constable or constable were empowered to grant a day's leave the men would think that a boon.

8654. That would be in plain clothes?—Yes.

8655. What length of time would the day's leave mean?—I would extend it to 12 midnight, being a short period of absence.

8656. At present the leave terminates at 8 p.m.?—Yes.

8657. The last day of the leave the man must report himself at or before 8 a.m.?—Yes; that is the regulation.

8658. Do you not think that a fair adjustment of it all round would make the leave of absence terminate at roll-call?—That would suit when leave was granted by the officer; but if the Inspector-General would authorize the head constable or constable to grant a day's leave, it would be well to allow it to extend to 12 midnight.

8659. The duty is generally detailed at roll-call?—Yes.

8660. Would not some inconvenience arise from a man being absent when duty was detailed for the following day?—The barrack orderly could be told. If a man is on leave he will be seen by the constable or other non-commissioned officer.

8661. Would not that involve having the constable up to see him when he came home?—Yes. It would be well to see a man returning off leave; but I think a constable would forfeit the inconvenience to oblige the man.

8662. What proportion would you suggest should get the privilege at a time?—Not more than one or two.

8663. In a station of five men would you allow the constable to give two leave?—No; only one.

8664. Chairman.—What is the next matter?—They want the roll-call extended in the winter half-year—to have it at 10 p.m. all round.

8665. Is there anything else?—They would do away with the present haversack and pack, and substitute a serviceable hollow pattern haversack to carry any requisites on detachment duty; and two straps to carry a great-coat and blanket would suffice.

8666. Mr. Harrel.—Do you mean this haversack suggested by the men should be carried over the shoulders as the present wallet is?—I do. The present one is unsatisfactory.

8667. Suppose you were going on duty that would

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entail your absence a certain number of nights, would not you require a pair of boots, and extra trousers, and a pair of socks?—The haversack would hold them.

8668. Might not a man as well have the valise to carry them as a haversack?—I think not. The valise is an inconvenience. A man would be more active with a proper haversack to carry his requirements.

8669. Did you ever see a haversack that would hold the things you have named?—I think if made on a bellows pattern it would hold a clothes brush, a shirt, and other changes a man would require for

a few days' absence. A man would not grudge buyings respectable one fit to be seen; but the present one they can hardly eat the food out of it. I have been on public duty, and I never suffered any inconvenience from not having a pack.

8670. Chances—Go to the next subject?—A constable sent on detachment duty might be exempted from carrying a rifle and ammunition. If he were allowed a revolver hung at his waist-belt it would be sufficient. He has to carry a lot of papers.

8671. Is there anything else?—I am not aware of anything else I was told to bring before you.

Sub-Constable MICHAEL EGAN, examined

Sub-Constable
M. Egan.

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8672. Mr. Harrel.—You are a mounted sub-constable?—Yes.

8673. Where are you stationed?—At Naas, County Kildare.

8674. How long have you been in the force?—Twelve years.

8675. How long are you mounted?—Seven and a-half years.

8676. How long have you been in the County Kildare?—Four years.

8677. You represent the sub-constables of Kildare?—Yes.

8678. You have some memoranda as to the different matters you wish to speak on?—Yes; as far as pay and pension go, I think the evidence of Head Constable Mooney should do for me.

8679. Is there anything else you would like to add that he has not touched upon as to pay and pension, or do you think he has given sufficient evidence on the two subjects?—I think he has.

8680. What is the next matter of importance to which you desire to refer?—Promotion.

8681. Give the Committee your ideas on the subject of promotion?—The men of Kildare think that promotion should be uniform, so that men in one county cannot be promoted at two years' service, while in another county they will not be promoted for eighteen years.

8682. Your remarks have reference to the sub-constables?—Yes.

8683. In saying "uniform," do you mean some fixed rule should exist by which the system of promotion would be much the same in all counties?—It could not be actually made the same.

8684. Do you suggest promotions should go in the counties or in the force?—It should not go generally in the force; it would entail too many transfers.

8685. You suggest that the vacancies in a county should be filled by the men of the county?—Yes; the same as at present.

8686. The first step towards securing the uniformity you suggest is that of placing a limit in respect of the service of the men who are to be examined?—Yes; there should be some limit, because at present a man can be promoted at two years.

8687. What limit do you say?—Seven years would be little enough; a man does not know much as a policeman until he has at least seven years' service.

8688. At present, before a man is examined, he must be placed on the promotion list of the sub-inspector?—Yes.

8689. Do you suggest that that should also continue to be the practice, or would you make a man entitled to be examined at seven years' service?—I would make the senior man of the county, provided there was nothing against his character for the last three years, entitled to be examined, and let his papers and everything connected with the examination be submitted to the Inspector-General

for classification. The county inspector should examine him, and submit his papers to the Inspector-General.

8690. I suppose you would also suggest that his character as a duty man and his general fitness and knowledge of police duties should be tested?—Of course.

8691. How would you suggest that that should be done?—If a man had favourable records for good police duties he should of course get the benefit of them.

8692. I do not exactly refer to favourable records, but I mean, in addition to the written examination, there should be some means by which a man's knowledge of his peculiarly police duties could be tested?—I do not know. There are plenty of men who could read the stars for you as far as police duties are concerned, but when they come to the practical duty, perhaps a more ignorant man might be able to do it better.

8693. But who would know so well as the county inspector whether they did possess that thorough knowledge?—If a man does his ordinary duty in a fair manner, and there is nothing against him, he must be put down as a fit and proper candidate for promotion.

8694. Who would state whether he is able to do it in a fit and proper manner or not?—The county inspector; and if there is anything against a man he should state it.

8695. Is there anything else as to promotion?—There is a matter that partly concerns myself, or, at least, the mounted force. Of course, we feel it very hard that a man must have sixteen or seventeen years' service before he is promoted, just because he has the misfortune to get mounted, while others get promotion at eight years' service.

8696. Did you volunteer for mounting?—I did.

8697. To some extent you cannot blame the regulations for being kept back?—I condemn the regulations.

8698. Is not the system in the mounted force one under which promotion is obtained purely by seniority?—Yes.

8699. And has not the mounted force the advantage of a larger proportion of acting constables and constables than the infantry?—Yes.

8700. Has not the mounted force also the advantage of a certain flow of promotion obtained by dismounting men at the age of 45?—Yes; but a man would go out on pension as sub-constables if they were not dismounted at 45.

8701. What remedy do you suggest for the mounted force?—Let promotion in the whole force, mounted and dismounted, be general, provided that when a man comes to a certain service and the county inspector likes to see him promoted, he should get promotion in the infantry, if he wishes to take it; if not it would be his own fault, and let him wait.

8702. Would you wish to see done away with allo-

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H. Rogers.
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gether the promotions by seniority in the mounted force?—I would like to see promotion going by seniority, because it must be fair.

8703. After all, you say it is too slow among the mounted men?—It is very slow.

8704. Although certain arrangements have been made for making it brisker?—Fifteen acting constables have been appointed.

8705. Have you anything else to say with regard to promotion?—I do not know that I have anything more to say upon promotion, only I would like to see some system adopted. It is hard to see young men promoted.

8706. That would be got rid of if your idea as to seven years' service were acted on?—Yes. They could not go up so very quick then, as some of them have done.

8707. Passing from promotion, what is the next subject?—A lodging allowance for married men.

8708. Are you a married man?—I am.

8709. Are you living in barracks?—I am not.

8710. What are you paying for lodgings?—I am paying at present 10s. a-month. I had to pay 15s. a-month.

8711. Are you long married?—Four years last June.

8712. Have you got reasonably comfortable accommodation?—No. I have three children in one room.

8713. Had you ever accommodation in barracks since you were married?—No.

8714. What do you suggest?—I would suggest that there should be something given when a man is out in barracks.

8715. You do not forget your place is there for you, and it is a privilege to be permitted to sleep out at your lodgings?—I know that.

8716. I mean the public save nothing whatever by your paying for lodgings for yourself and wife, your bedding and accommodation being in barracks still?—I have not a bed in the barracks, or accommodation at all.

8717. Suppose you gave up your lodgings?—Still, it is a privilege enjoyed by other men.

8718. What other men?—Workmen, coast-guard, and men in the army are all allowed.

8719. Clergymen?—Are the coast-guard allowed accommodation?—They have houses built for them.

8720. Mr. Howell.—You are wrong in saying the coast-guard get an allowance for lodging?—They are supplied with lodgings, and that is the same thing.

8721. You know only a percentage of soldiers are entitled to barracks accommodation?—Any person married in the army would be on what they call the "strength" of the regiment, provided he gets married with permission.

8722. Do you know how many are so permitted?—I could not say.

8723. Do you know with what object soldiers are permitted to marry and their wives taken on the strength of the regiment?—I could not say.

8724. Do you know that it is with the object of having a certain number of women on the establishment of the regiment for the purpose of washing and doing other necessaries for the men?—I never knew before that that was the reason.

8725. Is there anything else you have to say about lodging allowance?—I need not say anything else.

8726. You have not stated what amount you would suggest?—15s. a-month would be very reasonable. I paid that for one room myself, and I cannot get better accommodation, because I am not able to

pay for it. In fact, I have taken an account of last month's expenditure, and I find that it is more than my pay.

8727. Mr. Holmes.—Are you aware that in London not only is no lodging allowance given to married men, but that even single men are obliged to pay for their own lodgings in barracks?—So I have heard. But I have taken an account out of my own pass books for the last month, and I find I go 4s. or 5s. above my pay.

8728. Chairman.—What is your pay at present? My gross pay is 4l. 15s. 6d., and the net 4l. 15s. 6d.

8729. You being a sub-constable with three children and twelve years' service, the average actual monthly account with you is 5l. 0s. 4d. You put down 18 lbs. of beef at 10d. per lb.?—Yes.

8730. Are we to understand you do not have fresh meat every day?—I do not.

8731. How often?—Sometimes four times a-week.

8732. Then you put down 4 lbs. of bacon; bread, 12 lbs. 6d.; 30 quarts of milk, 7s. 6d.; 10 stones of potatoes at 8d. per stone?—I paid 8d. a-stone last month.

8733. You have down house rent, 10s. a-month?—That is what I am paying.

8734. Your rent then comes to 6l. a-year. This account would leave you unprovided with clothing and other matters?—Yes; it does not take in clothing and boots and everything else a family would want.

8735. There are a good many constables of your standing that, like you, are married, and have the same pay and the same number of mouths to feed?—Of course there are.

8736. As a matter of fact, how do you manage to pull through?—I just manage by getting money from my friends. There is scarcely a month I do not get something. One month I got 1l., and two or three months afterwards I got 2s. or 3s. Only for that I would be in debt. A man might pull on with his pay until sickness or something else would come, and then he would have to go in debt.

8737. According to your account here, a man would not be able to pull through, because, after he had spent even more than his pay on eatables and drinkables, and the daily expenditure of life, he would still have to provide clothing?—He would, but he might be able to manage if he had not children.

8738. The difficulty is, how to reconcile a statement like this with the fact that they are living on their pay?—They must not be supporting themselves, or they must be using inferior food.

8739. I do not see anything down for beer or porter?—A married man cannot afford one or the other.

8740. You say that, though this is the actual monthly expense, it is not sufficient to enable you to live as you ought?—It is not.

8741. Instead of having 18 lbs. of beef for you and your wife and three children you should have 35 lbs. of beef and 10 lbs. of bacon instead of 4 lbs.?—Yes.

8742. And a corresponding increase in other matters?—Yes.

8743. Before you married were you saving money?—I saved about 20s.

8744. In how many years?—Over eight years.

8745. That is at the rate of about 2l. 10s. a-year?—Yes. It was about the average.

8746. Go to the next matter you wish to speak of?—I do not know that I have any more. As regards pay, pension, and discipline, I agree with what the head constable has said.

Constable PATRICK SORAGHAN, examined

Constable
P. Soraghan,
—
23 Sept., 1882.

8746. *Chairman.*—How long have you been stationed in the County Tipperary?—Seven years.

8747. In what part of the county?—Clonmel.

8748. Tipperary is divided into two Ridings; Clonmel is in the south?—Yes.

8749. How long have you been in the force?—Twenty-one years and nine months.

8750. Were you during any portion of your service stationed in parts of Tipperary other than the town of Clonmel?—No; the rest of my service I had in another county.

8751. What age were you when you joined the force?—19.

8752. The men are now joining at rather a later age?—Some are, and some earlier; I see a considerable number of candidates going forward from Clonmel under that age.

8753. *Mr. Holmes.*—From what class do these candidates principally come?—In Tipperary generally the labouring class and policemen's sons; there are some farmers' sons also.

8754. *Chairman.*—Begin, now, with what you consider the most important matter?—Of course, I have been sent here by the non-commissioned officers of our force to represent their views; the first on the list is an increase of pay, which they put down at 1s. a day.

8755. Be kind enough to tell us the grounds on which they seek that?—The expense of living. I have made a memorandum, which, I think, is a moderate estimate of what it must cost the non-commissioned officers: 1 lb. of beef, 8d., and 30 lbs. in the month at 8d. would be 1l. 2s. 6d.; then there would be 1½ lbs. of tea, at 3s. 6d., making 5s. 3d.; sugar, 2s.; butter, 1s. 3d. per lb.; that is about the average. Clonmel is the dearest market town in Ireland.

8756. Let me see the account, please; are potatoes 1s. a stone, as you put down here?—Yes; and we paid 1s. 4d. till recently. The average would be 1s.

8757. Another item here is servants, 6s. a month?—Yes.

8758. *Mr. Holmes.*—What did you pay for potatoes last year?—On an average about 10d. a stone. Potatoes are very high. The farmers do not labour so much in Tipperary, but they grow a good deal.

8759. *Chairman.*—Then I see down here tobacco, 5s. for the month?—Yes; but I made up the mess independently of that, though it is as necessary for a smoker as food.

8760. The total messing is 3l. 7s. 9d.?—Yes.

8761. That includes breakfast and everything else?—Yes.

8762. You add to that tobacco, making the total 3l. 13s. 9d.?—Yes.

8763. And that you put down as the monthly expenditure of a non-commissioned officer who is a single man?—Yes.

8764. What is the lowest non-commissioned officer's pay?—47l. a year is the pay of an acting constable.

8765. That leaves the acting constable about 22s. over after paying for messing?—Yes.

8766. You put down for plain clothes 6l. a year?—I made it 5l., as allowed by the regulations.

8767. That is to say, where an allowance is made for plain clothes?—Yes; where he has to wear plain clothes.

8768. Is not that the case where a man is told off for constant duty in plain clothes?—Yes.

8769. Would you think it fair that a man who is not told off for constant duty in plain clothes ought to spend as much on plain clothes as is spent by a

man who is not always obliged to wear plain clothes?—It costs him as much. There is a great deal of plain clothes duty in the force. We have men in plain clothes every day in the week in Clonmel.

8770. On an average, how often is a man sent on plain clothes duty?—There is no man specially detailed in Clonmel; but there are two men detailed every day out of a station of thirty-three men.

8771. A man would be in plain clothes about once a fortnight?—About that, or perhaps oftener.

8772. Then you put down 3d. for boots?—Yes.

8773. Under-clothing, inside and outside shirts, you make about 1l. 15s.?—Yes.

8774. Socks, 1l. 5s.?—Yes; that is a pair of socks in the month, at 2s. a pair; that is not too much.

8775. Then I see drawers down at 1l.?—Yes.

8776. Do you not think that 1l. 15s. for under-clothing, supposing under-clothing not to include socks and drawers, is rather too much?—I think not. You will not get a good flannel under-shirt at less than 10s., and you require a pair in the year.

8777. *Mr. Harrel.*—What sort of flannel shirt?—An inside shirt. The men have hard night-work, lying at the back of ditches, protecting people at night, and they require to be well clothed.

8778. *Chairman.*—That adds an expenditure for various kinds of clothes of 12l. to the 44l. we spoke of for mess?—Yes.

8779. That makes it 56l. for a single non-commissioned officer?—Yes.

8780. Then you put down travelling expenses going on leave annually at 2l.?—Yes. We are entitled by the regulations, when convenient, to a month's leave of absence.

8781. Assuming all these things, which may be said to be the ordinary expenses of a man's year, are paid, it would leave an unmarried acting constable something like 8l. 9s. a year?—Yes.

8782. Assuming that an acting constable and a man who is promoted to a higher grade remain unmarried, at the present rate of pay he has some chance of saving?—He has. If he gets a month's leave, it is all gone at the end of the twelve months. In this calculation I have not allowed him for a pint of beer.

8783. But you say, in the first place, that such necessities and the ordinary expenditure whilst he is absent would diminish that?—Yes.

8784. Then, on the other hand, suppose he remains unmarried while he is promoted to higher grades, his savings increase?—Yes. The next rate of pay, after that of acting constable, is 72l. 5s., deducting 1½ per cent.

8785. *Mr. Harrel.*—That would give him, in round numbers, about 13l. 10s.?—About that.

8786. *Chairman.*—I suppose it is when men marry the shoe pinches them?—To be sure it is. I do not know how married men live.

8787. Are you a married man?—No.

8788. Have you any account of the expenditure of a married man?—Yes. Here is one.

[Prolonged]

8789. This is the case of a married non-commissioned officer with a wife and four children?—Yes.

8790. I suppose, so far as the expenditure goes, it is very much the same whether he is a non-commissioned officer or a sub-constable?—A sub-constable often requires food as substantial, and more so than a constable.

8791. The monthly expenditure amounts in round numbers to 6l.?—Yes.

Constable
P. Kerrigan.
—
25 Sept., 1882.

8793. That includes $1\frac{1}{2}$ lbs. of beef in the day at 5d. per lb. As a matter of fact, tell us whether the married men have been giving themselves meat every day?—I could not say that, or that they could afford to do it at all.

8794. What do you know?—I know they have been in the habit of taking meat, but I am doubtful whether they have been in the habit of taking it every day. At any rate, $1\frac{1}{2}$ lbs. for a man and his wife and four children is a moderate allowance.

8795*. Have the married men kept pretty well out of debt?—I know, as a matter of fact, they were 104 and 122 in debt at the time they got what we call the "bulk sum." I have official knowledge that several of them were in debt in Clonmel.

8796. Do you not think the heavy expenditure in the two or three years we have passed through was very much the result of the exceptional state of the country?—To be sure it was. The men were very often from home, and were charged exorbitant prices for anything they used.

8797. I suppose when a married man goes from home, even if he is charged a fair price, the keeping up of the two tables—feeding himself abroad and his family at home—is an increased source of expense?—It is; they say their absence is no saving in the maintenance of the home. The same amount of food and fuel and light is consumed.

8798. You make the total annual expenditure of the married men 71l. 19s. a-year?—Yes.

8799. Then I see you put down for the wife's dress about 7l. 10s. a-year?—Yes.

8800. There is one item in it which does not appear to be a very high one—10s. a-year for boots, and for the children's clothing, 3l.; for books and school fees, 2l.; for horse rent, 10l. when he is not accommodated in barracks. You make out the entire expenditure of a man under those circumstances to be 94l. 9s.?—Yes.

8801. The difficulty I have in these cases is, that the married men are living and remaining in the service, and furthermore, young men in the service, knowing that this is before them, are getting married and remaining in the service. How do you reconcile this state of things with the alleged fact?—It frequently happens that a young man on getting married gets money with his wife, which enables him to live three or four years along with his pay. I know that the older hands in the service in Clonmel receive substantial assistance from their wives' friends, if it were not for that, they would not be able to educate their children and support and clothe them, at any rate, those who have up to half-a-dozen children.

8802. But after all, must not there be a large body of men in the service who get nothing from their friends?—There are a great many.

8803. And at the same time manage to pull through?—Yes.

8804. How do you account for that consistently with the scale of living you have admitted?—Because they never see meat; they must live on stout and milk; they are able to make more out of a shilling than single men, buying flour and making a cake, and so on.

8805. No doubt many of them are accommodated in barracks?—Yes.

8806. Mr. Harrell.—Is it at all the habit in your part of Tipperary for the wives of the sub-constables accommodated in barracks to do anything for the man?—I am not aware of a single instance.

8807. It is permissible by the regulations?—It is. The wife of any man except a constable, head constable, or the man in charge, if an acting constable, can not.

8808. You remember in your early service that such was the custom?—It was.

8809. How has it fallen into disuse?—It was made a regulation by the Inspector-General in consequence of the men complaining.

8810. That is with regard to the constable's wife;

but how is it that formerly in your early service the wife of the constable also could manage for the men, and cook and wash?—That was the case.

8811. But it was found necessary to make a regulation by which the constable's wife was prevented?—Quite so.

8812. A sub-constable's wife is still permitted?—Yes.

8813. Can you say how it is, if the condition of the married men is as represented in the facts, that a sub-constable's wife cannot occasionally be found who will assist herself and family by managing for the men?—I believe that in some instances they do cook, although I do not know an instance of it myself. On the other hand, I know that very few men at the present day would care for permitting their wives to go into the barracks to act as cook or servant to the men.

8814. In former times the men's wives did not act as cook or servant, but kept a servant under them, and made the servant do the domestic duty of doing the rough work for the men, as well as serving her mistress' family?—To be sure; but the wife who did the cooking and washing for the men was always accommodated in barracks. She never had to come from outside. In the district of Clonmel there are ten stations, and, except in the town of Clonmel alone, there is no accommodation outside the barracks for a married man. Inside the barracks there is accommodation only for the man in charge, and his wife could have nothing to do with the cooking for the men.

8815. Clothes.—Pass to the next matter?—I have been told to ask for 3s. as permanent extra pay per night for men who are necessarily absent from their quarters.

8816. Then you do not consider the present rate sufficient?—We seek an increase of 5d.

8817. Tell me why you seek that increase?—The present rate is a temporary matter. I think we would be satisfied if it was made permanent.

8818. Has there been much attempt at over-charging the men in and about Tipperary?—There has.

8819. In the town of Clonmel that has not been much felt?—It has not; because we were always able to cope with anything in the way of disorder, and we seldom brought in men except to quarter sessions. But we had very often to go out, and then we were overcharged. Going a distance of 20 or 30 miles away, I would regard myself very safe if I came home without losing money; that is, if I got off at less than 5s. a-night. It was suggested that men stationed in towns with over 5,000 of a population ought to get something extra over and above what men stationed in rural places receive, on the ground that they discharge more duty. Very often, particularly within the last few years, telegrams come from this place, and that for ten or eleven men, and there would not be time to send to the out-stations, so that I would have to go to the men on town, and haul them off by the next train.

8820. Apart from that, is there much service duty?—There is. It is much heavier and more dangerous too than in the country.

8821. Describe how you have heavier duty?—In rural places they do with two or three patrols in the week; in towns there must be a patrol every night, and there is a great deal of rowdiness and disorder to contend with. There is a large number of people at fairs and markets, and they get drunk and make a row, and resist the police, and stones are thrown. Again, it is more expensive to live in a town. You have to pay the highest penny for everything.

8822. Have you to do any beat duty at night in Clonmel?—No.

8823. Have they local watchmen there?—They have not.

8824. They had until lately?—Not for many years. It was before my time.

Constable
P. Sanghera
—
25 Sept., 1902.

8823. Then there was no best duty done there at night?—There is no best duty done at any place in Ireland by the constabulary, except in Belfast and Londonderry.

8824. You regard the patrol duty in the towns as heavier than the patrol duty in the country?—I do; and it is more dangerous.

8825. What is the next matter?—The matter of pension affects about three-fourths of the men in the force at present. It does not affect me; but it is not to represent my own interests I come here, but the interests of the force at large. Of course, we all think that the men who joined since 1860 ought to be put on an equality as regards pension with the men who joined before that date.

8826. Tell us the grounds on which that rests?—The only thing is that in their old age, when they retire from the service, they have a right to as good a retiring allowance as the men who went before them, in order that they may be able to live in comfort, while perhaps they are not able to work. A man who enters at 19 years of age gets out at 40 or 50. He is a broken old man, as a rule. There is no service in the world that breaks a man down like the police service. If you saw the men getting out at thirty years' service—some of them are strong, hale-looking, but they are mere shells.

8827. We heard of the difficulty of getting quiet witnesses where there is not much work wanted of them on getting out. Do you think that difficulty still lasts?—I do; but the people who have that class of situation to give away would not hesitate to give it to a policeman, notwithstanding the agitated state of the country.

8828. Then you rest the claim on the inability of the men to work hard?—I would like to see them on retiring to be independent of all others and able to live.

8829. Suppose the men were let out at twenty-five?—That is another thing.

8830. Suppose they were, do you not think they would be able to find something to do?—They would. We propose that it be left optional with a man to retire at twenty-five years' service, and that it should be compulsory to retire at thirty years, provided they had the service in the rank to entitle them to the full pension of the rank, and if not, that they might remain until they had.

8831. Do you think if the men were allowed to retire at twenty-five years' service it would have a great effect in quickening promotion?—To be sure it would; and not only that, but it would have the effect of distributing a great many young athletic men as pensioners to support the authorities if they required assistance all over the country. A great many men hang on over thirty years' service and up to thirty-seven; in fact, they have no notion of going.

8832. What is the next matter?—The abolition of unfavourable records.

8833. They talk against men both as to promotion and pension?—They do. No man could calculate the amount of injury he sustains from an unfavourable record.

8834. What do you propose?—When a man commits an offence it is right on unfavourable record opposite his name should tell against him in some way; but it should die there and then, and not tell against him on retirement.

8835. What limit would you put to its effect on promotion?—A man becomes eligible for promotion after two years.

8836. Mr. Harrel—But still the record stands against him?—It does. What we propose would be three years; some say three and some five years.

8837. You propose that it be absolutely wiped out at the end of three years?—Of course, we do not mean that he is disqualified for three years from receiving promotion, because that would put him in a worse state than at present. What we mean by wiping out unfavourable records after three years is, that any offence subsequent should be treated as a first offence.

8838. Chairman.—Pass to the next matter, please?—The next is promotion from the ranks to the post of sub-inspector.

8839. What proposition of the number of sub-inspectors would you desire for the ranks?—Those who bestowed any thought on the subject at all would be satisfied with half.

8840. Mr. Harrel—How do you mean "those who bestowed any thought on the subject?" has it not excited any attention?—Not very much; because all the head constables except one or two are men disqualified by age.

8841. Then the inference to be drawn is, that it has not excited much attention except where head constables are eligible?—That is so. We are generally selfish. Unless the matter affects ourselves personally we do not bestow much thought upon it; but I think for the benefit of the whole service it is very essential that at least half the promotions should be from the ranks.

8842. In what way would it benefit the service?—It would stimulate the men to exert themselves and discharge their duty more satisfactorily; it would also keep up a good class of men coming into the service.

8843. What is your experience of serving under men who have risen from the ranks; do you find them to be efficient officers?—Yes. I have experience of an officer who rose from the ranks, and he was one of the best I served under. You get the bad and good.

8844. What is the next subject?—That is all.

[Mr. Holmes left on official business.]

Sub-Constable WILLIAM LONG, examined.

Sub-Constable
William Long.
—
25 Sept., 1902.

8845. Chairman.—You represent the sub-constables of the South Riding of the County Tipperary?—Yes.

8846. What part of Tipperary are you stationed in?—In Cashel.

8847. How long have you been in the force?—Twenty years.

8848. How long have you been in Cashel?—Three years.

8849. Take the subjects in the order of their importance. What is the first?—The first thing I was deputed to speak on is a rise of pay of at least 1s. a day.

8850. Have you contrasted what your pay would be with a rise of 1s. a day, and the pay of the men generally, with the pay of the English police force;

or have you had an opportunity of drawing a comparison between them?—Nothing more than what we see from time to time in the papers.

8851. In England there are certain town forces that are paid higher, and, on the other hand, there are certain rural forces that are paid lower than you?—If they are they have not the same duties to perform.

8851*. Mr. Harrel.—Have you made yourself acquainted with the duties they have to perform?—I have been told that they do not meet with the opposition we have to contend with, and that, in fact, every man is a policeman in England.

8852. Do you know that they go on duty alone, and that they are entirely responsible for different rural beats?—I do.

8853. And that each man in the English rural police has to do three hours' duty by day and five by night daily?—I do not know, only from report.

8854. But it is so?—From report I am speaking; I have never been in England.

8855. I am not speaking of the difference of duty, but as regards the actual duration. You would not say there was a very violent contrast between the time an Irish policeman was kept on duty and an English policeman, taking the English policeman's time as eight hours in the twenty-four?—I would say from my own experience of duty in Tipperary—seven years—I did six hours beat duty every day in the week, and if I were on the first beat I had often to do six hours at night. We are supposed to get in at a certain hour, but a row might take place, and we would not get in till 3 o'clock in the morning.

8856. *Chairman*.—Do you wish to say anything else on the subject, for instance, in reference to the expense of living?—I could not improve on what the constable has said, except that I believe a sub-constable requires as much nourishment as a constable.

8857. Are you a married man?—I am.

8858. What is your pay?—£1. 18s. 6d. a-month.

8859. How many children have you?—Five.

8860. Is there any statement you would like to make as to the expenditure of a man in your position?—Men often get married for love, and the woman would have no means. Men in higher positions than ours have done that. When I got married I got a small fortune, and could support myself and wife very well whilst it lasted; I was drawing on it, and the consequence was that when my family was rising I got into debt. The bulk sum I got cleared me, but I will have to go on in the same way again, and my family is increasing. Another difficulty arising from the present state of the times is this, that though Cashel is a fair market town, and provisions are very reasonable, I will have to pay more than any one else; they will sell to any one else in preference to me.

8861. How long has that tendency to overcharge been going on?—Since the agitation commenced, more or less.

8862. It was not so before?—It was not. In the same way with a sack of potatoes; country people will say they were sold, whereas I have known instances where they were not.

8863. Is it as bad now as it was six months ago?—It is not.

8864. They will not actually refuse now?—They speak to us in the street now, whereas they would not look at us twelve months ago while on the beat up and down, unless the respectable man who have a stake in the country. I have never seen any unkindness from them.

8865. Your evidence comes to this, that were it not for your wife's fortune, and the bulk sum you got the other day, you would find it hard to live with a family?—I could not have lived. Even as it was, I denied myself a great many little necessities I required.

8866. Luxuries or necessaries?—Actually necessities to maintain my health for the duties I had to perform.

8867. Do you mean eating meat as often as you ought?—Yes; we had an immense number of seizures which were made by night, and we were bound to protect the Emergency agents. We had to get up at 2 o'clock in the morning and march a distance of 9 or 10 miles, and we would then have to march, guarding the cattle, to the nearest town. We would be often until 9 o'clock in the morning before getting anything to eat. Sometimes I brought food with me, but all this entailed further expense on me and my family.

8868. *Mr. Harrel*.—Upon such turns of duty were you absent usually the number of hours that would give you extra pay?—Sometimes I was and sometimes I was not. We often lost the extra pay by

half-an-hour, and we would perhaps get nothing at all more than the ordinary daily pay.

8869. *Chairman*.—What is the next subject?—The next is the equalisation of pensions. The majority of my comrades have got in since 1866.

8870. Taking those men who joined since 1866, which are they more anxious about, pay or pension?—I believe myself, from my personal knowledge of the men I am stationed with, they are doing very well in the force, and the majority of them intend to remain in the force.

8871. That is to say, they have been always under fair pay?—They are under fair pay. They are doing very well, and are well contented, but still they are looking forward when they become involved, or in their old age, that the present retiring allowance would not enable them to live.

8872. I suppose we might conclude that those men who got in since 1866, and are on fair pay, when they are not married things do not press so very hard on them?—Of course not.

8873. Do you wish to add anything on the subject of pensions to what has been stated?—It is a great cause of discontent. The young men in the force are talking about it; they do not believe they are fairly dealt with without having the same retiring allowance as the men who joined before 1866. There is a case in the station where I am of two men, one of whom joined on the 10th August, 1866, and the other on the 11th. The man who joined on the 10th is entitled to his full pay as pension, while the man who joined on the following day is not. There are several men stationed in my district in the same position, having joined a day or two days late.

8873^a. Go to the next matter?—Unfavourable records. It is the maximom which that they should be blotted out after two years' good conduct. It would be an incentive to a man to say to himself, "If I conduct myself for two years I will start level again, and I can hold up my head." It is the greatest possible weight on a man that he cannot hold up his head when he gets into a scrape. If he does a foolish thing in his young days it is hanging over him for the term of his natural life.

8874. What is the next matter?—Lodging allowance for married men not accommodated in barracks.

8875. Are you accommodated in barracks?—I am; but I have been paying rent for six years.

8876. Was it in Cashel?—No; in Tipperary town.

8877. What rent did you pay in Tipperary town?—I paid 16s. a-month; 4s. a-week.

8878. It would not be so much, of course, in smaller towns?—That is where the difficulty is, that in a small town you can hardly get a place at all. Then the police barracks is, generally speaking, in the principal part of a large town, and the regulations of the force compel you to reside within a certain distance of the barracks. You cannot afford to take a house within the distance, and consequently, you have to send your family to the suburbs, and you will not get permission to sleep out then.

8879. Go to the next matter?—The next is what we call beat money.

8880. What do you put down for beat money?—We have come to the conclusion that 5d. would cover the wear and tear of boots and plain clothes.

8881. What is the next point?—The sub-constables complain very much of holding a senior sub-constable responsible on duty in case of the drunkenness of his comrades.

8882. In cases where the senior sub-constable has not had, as we will say, hand, set, or part in it?—Undoubtedly.

8883. I suppose you would make the rule that, unless a man was responsible by his neglect, or being actually a party to the other man's drinking, he should not be otherwise made responsible?—Certainly.

Sub-Constable
William Long.
—
25 Sept., 1882.

8884. Go to the next matter?—There is another important matter bearing on sub-constables that I was specially told to bring under your notice. A man in an out-station is reported by his constable. He denies the charge that is brought against him, let it be on just or unjust grounds. The Court finds him not guilty; he is acquitted. We say where a constable brings a frivolous charge and fails to prove it, the punishment that would be inflicted on the sub-constable were he found guilty should be imposed on the constable. That would prevent a great deal of litigation.

8885. Do you not think, taking the case of a constable who brought a charge, fairly believing it was a just charge, though it happened not to be well founded, it would be a great hardship on him and hamper him in the discharge of his duty?—If it was a fair charge he ought to be able to substantiate it.

8886. What you refer to is where a charge is brought by a constable either frivolously or without due consideration?—Yes. There have been often frivolous charges preferred against sub-constables that are not for the good of the service, and, strictly speaking, do not amount to an offence.

8887. Do you think if there was a rule introduced that charges should be brought within a certain time after the offence was alleged to have been committed, and that no charge should be brought unless it was within a certain time, that that would go some way to remedy what you complain of?—I have never known a case where it hung over twelve months against a man.

8888. Mr. Harrel.—The point which you raise is that it is within the power of a constable to bring a frivolous charge against a man and without sufficient evidence to back up his case?—Yes.

8889. Do not the regulations of the service at present impose it upon an officer before forwarding a file involving a Court of Inquiry to make such a preliminary investigation of the case as to satisfy himself that the evidence forthcoming will support the charge?—I believe so.

8890. If the officer then discharges his duty in that respect properly would not be at the inception of the business break down the case that was shown to be made if he inquired into it in a searching way, and thus prevent the hardship being entailed upon a man of being tried at all?—He might or might not.

8891. At least the officer must be satisfied that there is a *prima facie* case against a man, or else the Court of Inquiry will not be held. Is not that so under the regulation at present?—I believe it is.

8892. Of course, you could not impose the farther duty on him of giving any credit to what would be

brought forward in defence, because, if you did that, you would make him the Tribunal altogether?—You would.

8893. And, after all, may not a constable report a man in perfect good faith, and some circumstances turn out afterwards, either in defence or otherwise, which exonerates the man, but at the same time would not lead the Court to conclude that the charge was brought frivolously or vexatiously?—I did not for a moment say there was anything vexatious or malicious, but for telling false matters it is an annoyance to a man's mind to be reported.

8894. You ask that a very severe penalty indeed be visited on a constable—that, if he fail to support his charge, the punishment which would have been entailed on the man if found guilty should be entailed on the constable?—Yes; that is what I would ask.

8895. When you consider what a serious penalty that would be, it would deter any man from doing his duty; for he would make a charge always with a weight round his neck. On the other hand, supposing, at the present time and under the present regulations, that it came within the knowledge of a Court of Inquiry that a charge was preferred by a superior against an inferior, and that that charge was preferred vindictively, vexatiously, and frivolously, do you not think that serious consequences would follow to the head constable or constable, or even officer, who preferred a charge in such a way?—I do. So far as I am personally concerned it has never occurred to me, but I am merely the mouth-piece here of the men.

8896. Chairman.—Without going into individual cases, have there been cases of grievance on that subject arising among the men whom you represent?—There have been.

8897. In more than one barrack?—I have known of them through the county.

8898. Is there anything else you wish to mention?—We would like that in out-stations or rural stations the constable in charge should be empowered to grant eight hours' leave in place of four, for this reason, that a man may be stationed 8 miles from a market town, and be comes in to have his measure for a pair of boots. He has to walk in, and it takes him an hour and a-half to come and the same to return, so that he has only an hour to transact his business.

8899. Would you limit the Grace?—Yes; that the eight hours should not extend beyond roll-call.

8900. Pass to the next subject?—That is all I have to mention.

8901. In what county were you serving before you went to Tipperary?—In the Queen's County.

[The Committee adjourned to next day.]

NINETEENTH DAY.—26TH SEPTEMBER, 1882.

Present:

Mr. R. O'SHAUGHNESSY, M.P., Mr. R. W. A. HOLMES, and Mr. W. D. HARREL, R.M.

Head Constable JOHN ROLSTON, *convened*.

Head Con-
stable
J. Rolston.
—

8902. Chairman.—You represent the non-commissioned officers of the city of Limerick?—Yes.

8903. How long have you been stationed there?—A year.

8904. Where were you stationed before?—At Kilmans, County Limerick; I have been also stationed in the County Dublin and the County Tipperary.

25 Sept., 1882.

Head Con-
stable
J. Robson.

20 Sept., 1882.

8906 How long have you been in the force?—
Nineteen years and a-half.

8906. Then you do not come under the 1866 Act?—No.

8907 There was a Memorial presented by the men of the city of Limerick?—Yes; the men presented the Memorial, but I would sooner give my evidence irrespectively of it.

8908. Take the subjects, then, in the order of importance?—The first I would deal with is an increase of pay.

8909 The city of Limerick men demand an increase of pay?—Yes.

8910 To what extent?—The constables and head constables think they should be put on an equality with the men of other forces throughout the United Kingdom.

8911 Are there any particular forces to which their attention has been drawn?—They say the London metropolitan police force is analogous to ours as to strength, and that, although the men of that force have not as much duty to do as we have, they are, as you are aware, much better paid.

8912 Have the men made an accurate examination of the amount of duty that the London metropolitan police have to do in ordinary times?—Yes; I am pretty well posted on that, because I have been to London on two occasions lately.

8913 Taking the Irish constabulary in a town like Limerick, not when there is disturbance, but in ordinary times, and contrasting your duty with that of the London metropolitan police, do you do more duty than they do?—We do even in ordinary times much more beat duty than they do in London.

8914 How many hours?—Each man does six hours by day, and, on an average, four and a-half by night; that is ten and a-half out of the twenty-four as a minimum in ordinary times.

8915 Is there beat duty done by the constabulary in Limerick at night?—Yes; we call the tannas night beats; they were formerly called patrols.

8916 Is it different from ordinary patrol duty in any respect?—No; the only difference is that at night the beats concentrate together, but they do not carry arms; it is beat duty all the same.

8917 Am I to understand that every man on an average does ten and a-half hours' beat duty?—Yes.

8918 As a constable, does that take up from each man a greater space of time than the beat and patrol duty of a constable in Clonsilla?—I do not know much about it; I should say it does, but it was in the North Riding of Tipperary I was—in Nenagh and Thurles.

8919 Take Nenagh, you had beat duty during the day there?—Yes.

8920 And also patrol duty at night?—Yes.

8921 What is the average day and night duty in Nenagh in ordinary times?—It is eighteen or nineteen years since I was there, and it would not have been more than four and a-half or five hours then.

8922 What does it average now?—I do not know; it is so much changed since I was there.

8923 Mr. Harrel—You spoke of the beat duty during the day?—Yes.

8924 That means placing a man on duty to take charge of a certain portion of the streets?—Exactly.

8925 And he is continuously on duty six hours?—Yes, when not relieved.

8926 He is obliged to be present on his beat during that entire time?—Certainly, unless when bringing a prisoner to the barrack.

8927 Unless his duty requires him to come with a prisoner to the barrack or otherwise?—Yes.

8928 What time does the beat duty commence?—At 9, and lasts till 3 o'clock.

8929 He would be relieved at 3 by another man, who would be on from 3 till 9?—From 3 till 10, but getting an hour's relief from 6 till 7 for supper.

8930 How many beats are there in Limerick?—There are eighteen.

8931 That would necessitate the employment daily of thirty-six men?—Yes.

8932 How many men are there in Limerick?—There are 101 available for duty.

8933 Seeing that thirty-six men would be engaged daily on beat duty, would it come to a man's turn for the regular six hours' beat duty every day?—It would, unless when on guard, or on escort duty.

8934 But you only require thirty-six men for the beats?—Yes, at a time; there are two reliefs.

8935 There are eighteen beats in the town?—Yes; each beat is doubled, and there are thirty-six men on at a time.

8936 Then there are two men on each beat?—Yes; when you take 101 you must show how the duty is done at present; on ordinary occasions there are only eighty men.

8937 On ordinary occasions there are only thirty-six on duty?—Quite so.

8938 But in the abnormal state of affairs there are now seventy-two required for beat duty?—Exactly.

8939 The rest of the men are engaged as barrack orderlies and on other duties?—Yes; as guards, on petty sessions duty, escorts, warrants, summonses, and so on.

8940 I would take it, if it did come to a man's turn to do the six hours' beat duty nearly every day?—Every day, unless when on guard.

8941 On an average, he would be on beat duty five days in the week?—On an average.

8942 You say the beat duty ceases at 10 o'clock at night?—Yes.

8943 And then there is a night town patrol?—Yes.

8944 How many men go on night town patrol every night?—In the city, thirty-five.

8945 Do the city men do duty outside the city?—No.

8946 Then there would be thirty-five on patrol every night?—Yes. Those would go from six stations.

8947 How long would they stay on duty?—On an average four and a-half hours daily—till half-past 2.

8948 Then the half of the beat duty would be entirely on patrol?—Yes.

8949 Four or five men go together when on night patrol?—Yes, in Indian file; small bodies of not less than five.

8950 They are on from 10 till half-past 2?—Yes.

8951 That is, five days in the week they have six hours a-day beat duty, and every other night town patrol in addition to that?—Yes; and every fourth night it would come to a man's turn to be guard, and then he would have twenty-four hours' duty.

8952 Limerick being a large town, the guards do not go to bed?—They do not go to bed at all.

8953 Are they placed on duty the following day?—No. They sleep till 4 o'clock in the afternoon, and are available for evening duty, or patrol, or warrant, or anything else they are required for.

8954 Describing a man's duty as ten and a-half hours a-day, that is, six hours by day and four and a-half by night daily, it often occurs that men do that duty, but it is not of daily occurrence, after all?—At the present time it is of daily occurrence. They do on an average about fourteen and a-quarter hours' duty in the day, every man of the 101. I hold a copy of an official Return showing that average.

8955 How do you make that out?—Beat duty: eighty men, making 470 hours; that is, seventy-two men, superintended by eight constables. Then night beats: thirty-five men, 212 hours; each beat about four and a-half hours. Trains: four men, two by day and two by night, 96 hours.

8956 Of course, a man who is on train duty is not at the train all the time; he goes backward and

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forward to the barracks?—Only to his dinner. There are so many turns, he must be continuously there. He cannot have more than three-quarters of an hour for his meal. Guards: twelve men, 255 hours; nine constantly for twenty-four hours. Three auxiliary guards at William Street for thirteen hours each night; and those guards, in addition to doing their two hours' sentry—two hours on and four off—answer any calls during the night.

8957. They are liable to other calls?—Yes; such as robberies or riots in the city. When the night patrol would not happen to be there, they dash out and attend at once. Then they have to attend at petty sessions, police-courts, Land Commission, assizes, quarter sessions, and so on. Assizes and quarter sessions occur seldom; but when on, the average number from the city would be seventeen men, seventy-two hours.

8958. How many hours each?—About four and a-half hours each. Then there are other duties, such as escorts, attending to calls at the barracks, lawrences, &c.; so that each man may calculate to do two hours a-day on that.

8959. Do you mean of the whole 101?—Yes.

8960. Is not that a high average on every man?—It may be less, say one hour each day.

8961. Do you think even that would be a fair average?—I think it would.

8962. Do you think every man of the whole 101 would be occupied an extra hour beyond the ten and a-half hours in answering some call of an extraordinary character?—I do, certainly. It has frequently occurred in Limerick that all the men in the station are on duty on an evening for four or five hours. This would not occur more than once a-week.

8963. That is to meet some exigency?—Yes; I calculate that about four men would be required daily in William Street, who would be constantly employed from morning till night answering calls, attending to livery cases, and other duty that could not be attended to by the best men. Then come the serving of warrants, summonses, &c. I would say an hour each for that duty.

8964. For every man?—Yes. That makes up 1,435 hours, which, divided by 101, gives 14½ hours a-day.

8965. That is, some things are taken beyond the average, but it is done fairly, to meet the contingencies of Limerick?—It was not for the purposes of this Committee the Return was made out; but I may tell you that since Thursday last some of the duties have been relaxed, bringing the average down to eleven and a-quarter hours a-day.

8966. I take it for granted that nothing necessary has been neglected since Thursday last?—No; because, from the peaceable state we are in, it was considered that a less number of men on patrol would do.

8967. Is it owing to a change in the condition of Limerick?—Yes. It is in a more satisfactory state than before, and a less number of men will suffice on patrol.

8968. There is full credit given in some of the items, but, at the same time, that Return is framed on rather an ideal state of things. It is not, in fact, the official record?—It is.

8969. But it is not an official record of the actual work done daily by a given number of men; it is rather a calculation founded on the experience of what is done by the whole force of Limerick?—The first four items are official records from the records of the stations, but the latter, petty sessions, warrants, and so on, must be approximate returns.

8970. Chairman.—I gather from that that you are likely to go back to the old scale of work?—I hope we will, very soon.

8971. Mr. Harrel.—On the average, five days in the week the duty would be six hours on each man, and then on the average also each man would have to do on four days in the week an additional four-

or four and a-half hours on night town patrol?—Yes. You may say twice a-week he would do twenty-four hours' guard in addition at William Street.

8972. That is no barracks orderly?—Guard, I call it.

8973. Chairman.—Do you mean by that twenty-four hours on each occasion?—Yes. He would be continuously on duty from 8 A.M. to-day till 8 A.M. to-morrow.

8974. That is forty-eight hours in the week guard duty?—Yes. It comes to their turn at present about twice a-week, with sickness and casualties, and other things.

8975. Mr. Harrel.—This is entirely an exceptional state of things in Limerick that does not prevail in the service generally?—No. There was an attempt to blow us up some time ago.

8976. There is no analogy between the duty of the guard and that of barracks orderly—it is more like sentry duty by soldiers?—I do not say it is. When a man is off guard he can lie down and sleep, but when a man is barracks orderly he cannot sleep at all.

8977. Not in a large town?—In any part of the city of Limerick, and perhaps in the country at the present time, that privilege has been withdrawn.

8978. Chairman.—Is that guard duty the duty you would have to perform to the same extent in Limerick in quiet times; would a man be called upon twice a-week to be on guard twenty-four hours in quiet times?—Not in quiet times; there are four men on guard. Now there are seven, the ordinary guard first on during the day and three sentries at night.

8979. And the course in quiet times is that a man would not be so often called upon to discharge the duties?—Yes; only in the proportion of four to seven in William Street. Of course in the other stations there would be nine instead of twelve.

8980. You have detailed the extraordinary duties which you have to perform. I want to know whether the element of danger to the person has entered into the calculation of the men in making this claim for pay?—It is not exactly that, but it is to be put on an equality with other forces.

8981. I do not mean that men want to shirk the duty, but does the element of danger to the person from conflicts, and so on, enter into the claim made by the men for pay?—Well, men do not mind the risk very much. They are no way cowardly in that respect. At the same time, I think they have a right to put that forward, because we have more dangerous and unpleasant duties to perform than other forces in other parts of the British Isles.

8982. You have been on duty in towns. Is it your experience that the risks of coming into contact with evil-doers in ordinary times are greater in towns than in country districts?—I should say they are somewhat greater.

8983. With regard to the comparison with the forces in other places, are you aware that the London metropolitan police force is the most highly paid in the three kingdoms?—Yes. They are somewhat better paid than the Dublin men are.

8984. Have you contracted your force at all with forces in other towns in England of the size of Limerick?—I do not know much of those forces.

8985. The Committee have already begun to examine carefully into the rates of pay not only of the London force, but all the forces in England and Scotland. Do you wish to add anything on the subject of pay with reference to the cost of living?—Yes. Of course, in consequence of the exceedingly hard duties men have to perform, they must live better than if they had less to do.

8986. Is that merely a theory, or is it the practical experience of the men for the last two or three years?—Yes. The men is higher now than formerly.

8987. Is it higher apart altogether from price and

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in consequence of the men being obliged to eat more?—Yes; and the people through the country generally live better than they did formerly. In fact, people in Ireland altogether live better than they did twenty years ago.

8987. Have you a paper showing the cost of living?—I have of the cost of the constables' messes.

8988. Allow me to see it. This is, I presume, the actual mess account of a constables' mess in the city of Limerick?—It is, as shown by the mess-book for the month of August. It was a little higher in July, but I took the last month's account.

8989. For August 1862, beef, bread, groceries, milk, and sundries, 2l. 4s. 7½d. ?—Yes.

8990. In addition, you have other items that go to improve the breakfast; butter at 1s. 4d. per lb., 5s. 4d.; eggs; then 7½ lbs. of chop for breakfast for fifteen days going on hard duty, 7s. 6d.; thirty bottles of beer, at 2½d. per bottle, 6s. 3d.; that is 2l. 10s. 6½d. ?—Yes.

8991. The mess-book speaks for itself, but the other items are calculated on the actual expenditure?—They are; we were calculating that each man spends that much; each man would not take a bottle of beer, because some would not drink any.

8992. You are taking the case of the man who do. There is also a list of necessaries, boots, and repairs, shirts, inside clothes generally, shoe leathers, and such things; table-cloth and doily, cooking utensils, and an allowance for fougé cap and mitts, tobacco at the rate of 6d. an ounce for 6 ounces a-week, an allowance for plain clothes, an extra charge for fitting uniform, church dues, 2s.; newspaper, 1l. 10s. 6d.; and the proportionate part of all this for a month comes to 1l. 16s. 11½d.; that, added to 3l. 9s. 6½d., makes 5l. 6s. 6d., and, taken for the entire year, it amounts to 63l. 17s. 9d., which, according to you, is the ordinary expenditure of an unmarried constable for a year?—Yes.

8993. The acting constables mess with the sub-constables?—Yes.

8994. What is the pay of the lowest grade of constable?—72l. 16s., minus 1½ per cent.

8995. That would bring it down to 71l. odd?—Yes.

8996. Thus a constable would have, at the end of the year, after the payment of the necessary expenditures, about 8l. ?—Yes.

8997. The disturbance in Limerick, however much it adds to the quantity of mutton chops for breakfast, does not interfere with the rate?—It does not, because there is any number of butchers and bakers to go to.

8998. Mr. Holmes.—There is plenty of competition?—There is; so that the trouble does not interfere with us much.

8999. Would you regard that 8l. as money saved by the constable?—I would regard that as money he would have to spend at his leisure to amuse himself. It is a very small sum.

9000. Are you a married man?—Yes; but I am not long married.

9001. Chairman.—Have you any account to show the condition of the married men in Limerick?—I have not, because there are other witnesses who can describe the trouble they are in better than I can. I am only recently married, and I do not feel the trouble of it yet.

9002. We may take it for granted the evidence with regard to other married men in Ireland applies to the Limerick men?—It is certainly done. The Limerick men with two or three children who are obliged to pay 4s. a-week at least lodging money are in a miserable state.

9003. Do you not think, so far as refers to those you represent, the real pressure in this case is on the married men?—No doubt of it. Unmarried constables must feel it also, because 8l. odd is not sufficient for a man in the position of a constable when he goes to see his people.

9004. Do you wish to add anything else on the subject of pay?—I would say that a comparison of the rural constabulary in Limerick might be taken to apply to the rural constabulary in Ireland, that is to say, to the constabulary stationed in country places and small towns, and the metropolitan police of London would compare more with the constabulary in Belfast, Cork, Limerick, Derry, Galway, and Kilkenny, all towns with a population of over 20,000.

9005. You would go in for making a distinction between the rates of pay of big towns, where there is heavy duty, and the rates of pay of places where there is very light duty?—I would.

9006. Are you aware that there are very great distinctions between the rates of pay in towns in England and the rates in rural districts?—Yes; I have heard there is.

9007. Mr. Holmes.—Supposing, in large towns like Limerick, Belfast, and Cork, the Government were willing to build blocks of houses near the police barracks for the accommodation of married men, do you think the married men would be willing to pay a small rent?—They would be very willing.

9008. They would not complain of being charged a reasonable rent for reasonable accommodation?—They would not; but the men are permitted by the regulations to get married, and when a man gets married there is no fear of his resigning.

9009. Because he is wedded to the force?—He cannot leave. It would be worth considering whether the Government would build those small houses and give them to the men, the same as the coast-guard, not charging any rent, and give men at lodgings a nominal lodging allowance.

9010. But if your pay was improved, would not you think it fair to charge a reasonable rate for this accommodation, bearing in mind that the men in London have to pay?—Taking it that way, it would. But there are privileges in London I would not ask to have accorded to the constabulary. A man's family can trade in London, but it would scarcely do in Ireland.

9011. You are not quite correct; they are not allowed to keep a shop. The wives are allowed to follow certain callings, for instance, dressmaking?—Keeping lodgings and dressmaking; that would not do in Ireland.

9012. How many police barracks are there in Limerick?—Six.

9013. How many men sit down to mess on an average in each barrack?—At William Street barrack there are about forty or forty-five in mess; at Coloney Street, out of a force of fourteen, there are about eight in mess; at the Docks there are five; at Thomas Gate there are about nine; at Clare Street about twenty; and at Corbally, four.

9014. The more who sit down to mess the cheaper the messing?—No doubt, and the men live with the greatest economy.

9015. The charge for messing where forty men sit down to mess is per man less than it would be in a station where only five men sit down to mess?—I do not think it would be much less. No doubt, if the men made a contract, they would get most cheaper than ordinarily; but they do not, they pay monthly, and can change if they wish.

9016. In a barrack where there are forty men messing every day, would not it be easy to enter into a contract with one or two butchers, and get meat at more reasonable terms?—The men do not like contracts. They do not find contracts satisfactory. Though tradesmen are very honest, contracts are objectionable to the police. They prefer buying monthly, and getting what they like when the month is up, and so they get better value for their money.

9017. What do you pay all round for meat in Limerick?—9d. per lb.

9018. For the best joint?—Not the best joint,

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but the rough beef. A steak or a chop would cost 10s. or 1s.

9019. Chairman.—Have you consulted the other constables and sub-constables whether the question arose about their wives being willing to seek employment?—I have not consulted them; I did not ask their opinion on that.

9020. I should tell you there are a good many constables and sub-constables who have given evidence that there are certain employments they would like to have open to their wives, such as that of schoolmistress or dressmaker. Do the Corporation of Limerick, like the Corporation of Belfast, contribute anything at all to the payment of the men in Limerick?—No; unless for the extra force under the Act of Parliament.

9021. I believe the city of Limerick is provided with a night watch?—It is.

9022. They discharge a certain amount of duties which in other towns, for instance like Dublin, are discharged by the police?—As regards the night watch in Limerick I would not say much. Of course, the night watch are well known.

9023. I want to get out the fact that there is a night watch?—There is.

9024. Discharging the ordinary duties of a night watch?—Yes, as watchmen.

9025. Duties which in most places are now discharged by the police?—There is a night watch to call out the hour. As a police force they are absolutely useless in Limerick; and the gentry of Limerick would concur with me.

9026. Mr. Holman.—May I ask you when the Limerick men began to think they were not sufficiently well paid?—Before now, men get temporary advances when going on duty, and they have found for a long time past they have been obliged to work for their food and clothing.

9027. Remember, it is only eight years ago since the pay was increased, namely, in 1874. Were the men fairly satisfied at that time with the increase that was given?—They were.

9028. Then it was within the last three years the men found they were out of pocket by having to pay more for their night's lodging and their meals away from a station than they began to be discontented with the present rate of pay?—Yes. I should say within the last two or three years they began to think they should get more pay; but their house living has also increased.

9029. What do you mean by "house living"?—I mean living in barracks. The cost of messing and necessaries has increased.

9030. Do you attribute that to the fact that men are living better, apart from the fact that they want more food to keep up their systems now, or to a higher style of living than they were accustomed to before?—They live on good substantial food, no doubts whatever.

9031. Has the cost of meat and other articles of food risen much, if at all, within the last eight years?—The cost of meat has risen; the cost of bacon in Limerick has risen materially.

9032. Chairman.—If you have done with the subject of pay, go on with that of pension?—Yes.

9033. In Limerick, I suppose, the men who came in since 1866 seek an equalisation of pension with those who joined previously?—Yes.

9034. Tell us in a general way about how many men stationed in Limerick are men who came in since 1866?—I should say 70 or 75 per cent. would be about the number in Limerick. Perhaps there are more in Limerick than in other places, because it was found that older men were not able to stand the work; they required young, strong fellows for it.

9035. The young men who are affected by this question of pension have in places like Limerick been employed in preference to the older men to do this hard duty?—Yes.

9036. Be kind enough to state the reasons for

which the young men of Limerick ground this claim for equalisation of pensions?—They say they have borne the hard duty since 1866. We have had very troublesome times, and they have gone through all. Then the men who joined previous to the 10th August, 1866, receive their full pay as pension on completing a certain period, while those who joined since are entitled only to three-fifths.

9037. Then the younger men in Limerick rely very much on the fact that a larger proportion of them shared heavy work in consequence of their fitness arising from their youth and strength than the older men?—They do not put that forward, but that a larger proportion worked in what has occurred since 1866.

9038. They put it more generally?—Yes.

9039. Is there any other ground on which they rely for this claim to equalisation of pensions?—They say that a man serving faithfully for thirty years ought to have a pension on retirement that would enable him to live in comfort without taking manual employment.

9040. With regard to employment, a man, as a rule, gets out at about 60 years of age, having joined at 18 or 20. What is your experience of his fitness to do work?—There are men who on retirement would make first-class clerks if able to obtain a situation, but more than 1 per cent. do not obtain those situations.

9041. But with regard to harder work?—They act as gate-keepers and wood-rangers, and that would be too hard for them; they are usually stiff and feeble.

9042. Do you think if the men were allowed to retire at the end of twenty-five years they would be better able to work?—No doubt they would; it would be considered a great boon to be permitted to retire at twenty-five years' service.

9043. Have the men directed you to say anything about experiencing difficulty in consequence of unpopularity in getting employment?—No doubt; an ex-policeman is the last who will get a situation.

9044. Before those troublesome times that was not so much the case?—No; although it was always said, "This fellow has his pension, and can live much better than his neighbour," and with some justice, too.

9045. Do you not look forward to the country getting a little quieter, and to its being more easy to get employment?—The country will get quiet very soon. At the same time, a policeman, after serving faithfully twenty-five or thirty years, should either get a pension to enable him to live comfortably, or his pay should be such as would enable him to live comfortably with economy.

9046. Mr. Holman.—Are you aware that the most a member of the London metropolitan police force can get is two-thirds of his pay?—Yes, two-thirds after twenty-four years' service.

9047. No; after twenty-eight years' service. The pension scale of the London metropolitan police force is the same as the scale here since 1866 from fifteen up to twenty years. At fifteen years' service, as here, a man retiring in consequence of ill-health can get fifteen-fifths, and it is the same in London, and there is one-fifth added for each year up to twenty for both services. In London the pension rate goes up by two-fifths between twenty and twenty-five, so that a man in London retiring on the ground of ill-health gets as high as a man here at thirty years' service; from twenty-five to twenty-eight the yearly increment drops to one-fifth, and at twenty-eight he obtains the highest pension, which is thirty-three fifths, and that is the most a London man can get. There was a Bill before Parliament last year, the object of which was to extend the London scale to the police forces in England and Scotland, and if that Bill passed the highest scale of pension a man would be entitled to in England and Scotland, after his full period of

service, would be two-thirds of his pay. Having regard to what I have stated, and assuming that this Bill becomes law next year, do you not think that it would be very difficult to have a better scale of pensions for the members of the Irish police force?—There may be a difficulty, no doubt. At the same time, the work is so different in Ireland to what it is in England, along with the difficulty of obtaining a pension, that the men might perhaps get a superior pension to the London force.

9048. *Chairman*.—Go to the next matter?—I should say that retirement ought to be optional at twenty-five years' service and compulsory at thirty. I would apply the rule that when a man had thirty years' service he should get credit for three years' service in the rank he held, whether he had the service or not, in order to entitle him to the pension of the rank.

9049. *Mr. Harrel*.—Point out to us what you think would be the effect of this compulsory retirement at thirty years' service and the voluntary retirement at twenty-five?—It would greatly accelerate promotion and get rid of men who were not able to work. We all know that after thirty years' service a man is practically useless as a policeman, although there are exceptions to every rule.

9050. *Mr. Holmes* put to you the scale of pension payable to the London metropolitan police, which, as he said, has been proposed to be extended to other forces in England and Scotland. Assuming, for a moment, that some scale like that were applied to the Irish police force, and if, at the same time, men were compelled to retire at thirty and allowed to retire at twenty-five years' service, and if promotion were thus hastened, would not it have the effect, generally speaking, of raising the amount of money that men would have to get as pensions on retiring, that is to say, that fewer men would retire as sub-constables, a larger number of men would retire as constables, and a larger number as head constables than now do?—No doubt in the way it would be a very good arrangement.

9051. Therefore, suppose the entire wishes of the men were not able to be carried out in the way they want, it is possible that a great deal would be done to make up for it by enabling a man who, under present circumstances, would probably retire as a sub-constable to retire as a constable or head constable?—Quite so. It would accelerate promotion in many cases.

9052. *Mr. Holmes*.—When you propose that retirement should be compulsory at thirty, do you do so on the assumption that the man would get his full pay as pension after thirty years' service?—Yes; I assume in my evidence he would get his full pay as pension.

9053. And you make the proposition of compulsory retirement on that assumption?—Yes.

9054. Supposing a man only got two-thirds of his pay as pension after thirty years' service, would you still press for compulsory retirement at that period?—If not, you would keep promotion blocked the same as now, and you would have men hanging on in the service that would be an incubus, while younger men would be doing the work.

9055. Would not it be unreasonable to compel a man who entered at 18, and was a fine hale man at 48, to retire if he did his duty?—If a man does his duty and works hard he would not be fit for the service at thirty years.

9056. *Mr. Harrel*.—Have you seen a sub-constable of thirty years' service who was able to take his turn of duty fairly with the other men?—I have not head constables, but I have not met a sub-constable who has borne the burden and heat of the day to take his turn of duty.

9057. And where such instances did occur of sub-constables able to do duty after thirty years' service, they were spared from the severer duties of their rank?—No doubt.

9058. With the head constables you have found

it different occasionally?—Yes. There are head constables in the service at present of thirty years' service who are hale, strong men, but they are the exceptions.

9059. *Chairman*.—Pass to the next matter?—We think that the fuel and light allowance in some of the stations should be increased a little.

9060. What is the extent of the increase that you seek in Limerick?—In the station I am in we have a double allowance of fuel and light owing to the number of prisoners. The fuel is used entirely in the guard-room; the men desire to benefit whatever from it.

9061. That is to say, none goes to cooking purposes?—None whatever.

9062. Do you find the present double allowance, although reserved for the guard-room purposes, insufficient?—Not for the guard-room purposes; but there is not an ounce of it burned for other purposes.

9063. Then your object is that that allowance should cover not only guard-room purposes, but, to some extent at least, other purposes?—The purposes of the kitchen generally.

9064. And the claim is based on that foundation?—Yes.

9065. You say you have a double allowance, rendered necessary by the number of prisoners?—Yes.

9066. What in addition to the double allowance do you seek?—Say as much more for the day-room and constables' day-room. The present allowance is entirely consumed in the guard-room for the warmth of the prisoners and the men on guard.

9067. Then am I to understand the day-room does not receive any benefit?—None whatever.

9068. There is a third source of expenditure, namely, the cooking?—Yes.

9069. You want an additional allowance to cover not only the day-room but the cooking?—If the allowance were doubled again, I believe it would.

9070. You are aware that the main object of the fuel allowance is in reality for the guard-room?—That is the object.

9071. *Mr. Harrel*.—The regulations do not contemplate such a position as exists in Limerick now?—It does not.

9072. Because there is there a guard-room and a day-room, too?—Yes.

9073. In country stations, day-room and guard-room are identical?—Yes.

9074. Could the Inspector-General give an additional allowance to that now received?—I believe he could. I am not sure.

9075. *Chairman*.—Pass to the next subject?—Men are constantly in plain clothes in Limerick, and there ought to be some allowance.

9076. How often is an ordinary constable likely to be told off for duty in a month, taking one month with another?—There are constables who would never be selected for that duty; but the men who are selected might be, say, a week in a month on duty.

9077. At any rate, the use of plain clothes is very much increased?—Yes; and it so occurs that sometimes every man will get his turn at plain clothes night work, which is harder on plain clothes than the ordinary duty.

9078. What do you put down as a fair allowance for plain clothes?—I should say £1 a year would be a fair allowance.

9079. From your experience, would you say that the necessity of wearing plain clothes for purposes of duty is greater in towns like Limerick than in the country?—It is.

9080. Then I suppose you would apply a distinction between big towns and the country?—I would.

9081. Pass to the next subject?—I have been requested by the constables to mention unfavorable remarks. They believe that at the expiration of a

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J. Nelson.

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Head Constable
J. Robinson,
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certain length of time of good conduct the unfavourable record should be cancelled.

9082. You mean so as that it should no longer affect promotion?—I would not say that. Whatever time you like, have a limit according to the gravity of the record, say five years if the record be of a serious nature; but have some time that a man will get from under a cloud.

9083. Mr. Harrel.—So that he may feel that he has got rid of it?—Yes.

9084. And that it should be wiped off the register?—Exactly. There are few men who in the first year or two of their service have not committed some trivial irregularity which, as a matter of discipline, entails punishment. The men say, no matter how long they serve, this record will be registered against them, even at retirement on pension, and at their death it will affect their widows' gratuity.

9085. Chairman.—Do you make any distinction between the effect of unfavourable records with regard to pension and unfavourable records as regards promotion?—Yes; I believe in the London force unfavourable records do affect promotion, but not pension.

9086. That is the proposal you wish to make?—A man might think it a hard case after he was continuously well-conducted that another man who was not should get on as well as him.

9087. Pass to the next matter, please?—We calculate that in the city of Limerick it would take 2l. 18s. a-year to keep a man in boots.

9088. How many pairs of boots does that include?—Three. There is an item of 15s. more for repairs over the 2l. 18s.

9089. That would be 3l. 18s., a higher price than we have been told for other places. What do you pay for a pair of boots in Limerick?—18s., and one, a light pair, at 1l.

9090. Pass to the next matter?—The clerks have asked me to say something for them. The sub-inspector's clerk is, to my own knowledge, a hard-worked man.

9091. Mr. Harrel.—He is a sub-constable?—Yes.

9092. Is he relieved from ordinary duty?—He is supposed to do his turn at night patrol.

9093. But he is continuously occupied?—He is.

9094. And performs responsible duty?—Very responsible. He is a most beneficial, respectable man.

9095. What service has he?—Four years' service.

9096. What do you suggest should be done for him?—He should get the temporary rank of acting constable and his pay. That would be a simple way of giving him something extra.

9097. At what expiration of time?—When a year in the office.

9098. Do you know the only precedent for this in the case of Belfast and Derry?—I am aware of that.

9099. They receive the temporary rank there after two years?—Yes.

9100. Is there anything else you have to say about the clerk?—Nothing more than that he is very hard worked. Every confidence can be placed in him for honesty and integrity. He is selected for his superior education, and it is believed, and I agree in it, that he ought to have something extra.

9101. Particularly if he serves the probationary period to the satisfaction of his officer?—Yes. Of course, the county and sub-inspector should recommend him.

9102. Chairman.—Do you wish to add anything else?—The county inspector's clerks in Limerick requested me to say a word as to their hard work. In both county and sub-inspector's offices they are working continuously from morning till night, and have barely time to take sufficient exercise to keep them in bodily health.

9103. What is the average number of hours a-day? They commence every morning at 9 o'clock, and they are employed till after the post leaves, and sometimes till midnight when there is a pressure of

business. On an average, they work eleven hours a-day.

9104. Is additional remuneration what they seek?—Yes; some of them say they should get the temporary rank and pay of head constable.

9105. Mr. Harrel.—Do they suggest that that should take place from the time they become clerk, or after they have served some period?—After they have served, say, a year in the office with satisfaction.

9106. The service contemplated is six years when a county inspector's clerk is entitled to be examined for promotion?—Yes; if he has fifteen years' service.

9107. Chairman.—What is the next matter?—I want to say something on the subject of lodgings for married men not accommodated in barracks.

9108. What amount is it suggested in Limerick would be requisite?—It costs 4s. a-week for very indifferent lodgings in Limerick; we would get the lodgings for 1l. a-month. Of course, if cottages were built and given gratis to the men, the lodging allowance would be done away with.

9109. At present the men are allowed to marry at the end of seven years' service?—Yes.

9110. Do you think, if accommodation were given to the men generally, or an allowance made in lieu of accommodation, it would have the effect of hurrying men into marriage?—I do not think it would. Some time ago the regulation was made that men would get permission to marry on completing seven years' service. Previously the rule was that after applying they should wait two years, and I do not believe any perceptible increase has occurred owing to its being relaxed, nor do I think there would be any further increase if lodging allowance were given, for a man, if disposed to get married, will do so whether he gets lodging allowance or not.

9111. I dare say you agree with most people that it is not very desirable for a man to hurry into marriage?—Quite so.

9112. Suppose this allowance was given, not at the end of seven years' service, but at the end of ten, that is to say, if a man chooses to marry at seven, the allowance would only begin to take effect when he begins to have a family gathered round him, do you not think that would go a long way, or some way, to remedy the present state of things?—No doubt it would. I do not say a man should get married until he would have ten years' service, and wise men do not.

9113. As a matter of fact, they do wait until ten years' service?—Yes; men of sense do not get married until they are promoted. A number of men get through the force without being married at all.

9114. All the wise men?—No; all the foolish men; men would be better married.

9115. Do you think a great many do?—A great many.

9116. Do you think more than one-fourth?—More than one-fourth.

9117. Mr. Harrel.—Do you think there is not a larger proportion retiring as single men than one-fourth?—I think there is.

9118. Would you say that 50 per cent. of the men who leave the force by retirement or in other ways are unmarried?—Yes; more than 50 per cent. from resignation and dismissal; but of the ordinary men who retire on pension, about one-fourth.

9119. Chairman.—Is there anything else?—I think not.

9120. With a view to cure the evils one would like to get at them, and in order to get at them I would like to ask this question: being in the centre of the great difficulty that have arisen, what, of all the matters that have been brought before us, would you say was the greatest grievance of the force?—Inadequacy of pay is the greatest grievance.

Head Con-
stable
J. Seaton.
25 Sept., 1882.

9121. Do you regard inadequacy of pay as weigh-
ing most with the men in Limerick?—I do.

9122. And that was felt undoubtedly on account
of the increased duty they had to perform?—It was.

9123. Add now what you choose?—I should like
to add that no one has more cause to complain of the
exaggerated reports appearing in the public press
than the constabulary in Limerick here as to the
agitation. If the truth appeared, the men would
not so much object. There were many occasions on
which alarming reports were published as to the
action of the police, and if the truth actually
appeared, it would not be objectionable.

Sub-Constable RICHARD BARNETT, examined.

9124. Chairman—You represent the sub-con-
stables of Limerick?—Yes.

9125. How long have you been stationed in
Limerick?—Three years next November. I was
previously stationed ten years and a-half in the East
Boling of the County Cork.

9126. How long have you been in the force?—
Forteen years in December next.

9127. Take the matters in the order in which you
think they are important. What is the first?—
Increase of pay.

9128. What increase have the sub-constables in
Limerick suggested?—I believe they would be
satisfied with 1s. a-day additional to the present
pay.

9129. On what grounds do the sub-constables base
their claim?—The increased duty, the high price of
provisions by retail, and the improved style of
living.

9130. You heard the evidence given by the con-
stable with regard to the number of hours and the
class of duties that fall on the men now?—Yes.

9131. Do you accept his as your statement?—
I do.

9132. Do you wish to add anything to it with
regard to the sub-constables as to the amount of duty
to be done?—No; I think he showed a very faithful
return of the duty done in Limerick both night and
day.

9133. Do you go on the same basis that he did
when he said that duty in a town like Limerick
would be heavier than rural duty?—Yes; it is
heavier.

9134. Do you adopt his views on that subject?—
Yes, so far as the duty performed in Limerick.

9135. Say what you wish on the subject of the
increased cost and the way of living?—I have a
sensible view of the expenditure of a single man in
mess and of a married man living with his family,
and the head constable's notes come very close to me.
In some matters there is a little difference, but
generally they are nearly the same as the estimate
for a constable's mess. In fact, a sub-constable's
mess is just as dear in the city of Limerick. Here
is the scale.

9136. You put down the average cost per day at
2s. 4½d., amounting to 32 11s. 3d. a-month?—Yes.

9137. Does that include only messing?—Only
the messing, the bare necessities for diet.

9138. This is higher than the head constable's
calculation, which was 21 4s. 7½d. Together with
other items that brought it up to 31 9s. 6½d.?—
Yes; but the total per annum is much the same
thing, 531. 12s.

9139. Is you put down ½lb. of beef at 1s.
per lb. Is not 1s. rather high to put down as the
price of beef for mess?—They have not a contract,
and for a steak it will cost that.

9140. How many men are there in Clare Street?—
About twenty, and four or five are out of barracks.

9141. You mean it would not appear at all so for-
midable?—It would not appear at all so formidable as
it did. It appeared that men were disrespectful
to superiors; that was a calumny; they were never
disrespectful. It appeared they refused to do duty;
that was the greatest falsehood, except as to the six
men who refused to obey orders, and were dismissed.
Of course, I would say that the conduct of the six
was intolerable, but with the exception of those six
the rest did not disobey orders. Isolated as we are
in small bodies, if there were not reasonable disci-
pline, we could not exist, no more than a small
family.

9142. But you would hardly put down the
ordinary price of steak as the price for a mess of
twenty?—That is quite true, but I am only allowing
½lb. each day.

9143. Do you think the average exceeds that?—
I do; and I think 12 2s. 6d. per month is very
modest.

9144. You bring that up to 31 11s. 3d. Praying
from that to the other matters, I see you have items
for boots and repairs, for shirts and those other
things, amounting to 82. 17s. You only put down
for a sub-constable 10s. for the clergy?—That is
what I understand they give. They may give more;
but that is what it costs Roman Catholics at all
events. In fact, 5s. every half-year satisfies the
clergy.

9145. Do you find, on an average, that plain
clothes cost the men 21. a-year?—I am sure it does
to keep them up.

9146. I see the extra amount you put down for
making up clothing is 3s. 6d.—That is over and above
what we are allowed.

9147. According to you it requires 511. 12s.
to cover the expenses of a single sub-constable for his
ordinary messing and necessary expenditure in
Limerick?—Yes.

9148. You were not in Limerick before the
expense came on the men?—I was; I suffered a
great deal from it, too.

9149. I mean before this period?—About the com-
mencement of it.

9150. Before this time unmarried sub-constables
were able to save a little money?—Very little.
Years ago they might save a few pounds, which
they would lose again if they went upon a month's
leave, and got a respectable suit of clothes for the
purpose.

9151. Has the price of provisions increased within
the last ten years?—It has for the last three years.
Some articles of provisions have increased, including
eggs and butter.

9152. Has butter increased?—Yes. At present for
very inferior butter I am paying 1s. 4d. per lb.
Butter has wonderfully increased. You will get the
worst American bacon up to what Irish was some
time ago.

9153. Bacon is an article of large consumption
among the men?—Not much. If it were cheaper I
am sure it would be.

9154. Have beef and mutton increased in price
within the last few years?—Yes.

9155. Have you had experience of the city of
Cork five or six years ago?—Yes. I got excellent
beef at 7d. and 8d. per lb. at the English market in
Cork in 1874-75-76; I used to be buying as a mes-
sman.

9156. Do you wish to add anything else on the
subject of pay?—Potatoes and milk have increased
in price. I have now the expenditure of a married
man per diem.

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stable
R. Barnett.
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mittee
R. Barrett.

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9157. Are you a married man?—Yes.

9158. You have figures showing the expenditure?—I have; here they are.

9159. "With a family of only two"; do you mean with two children or a man and wife?—A man and wife.

9160. For a man and wife you put down the daily expenditure at 4s., allowing 1lb. of beef, and 5d. to represent the daily amount to be paid for lodging?—Yes.

9161. Then I presume you are out of barracks?—Yes.

9162. You put down 2s. for milk, 2s. for potatoes, 3d. for eggs, 3d. for butter, and you bring the amount to 1l. 8s. a-week, or 6l. a-month, or 73s. a-year. Adding to that the annual necessities you spoke of before, 8l. 17s., and clothing for the wife, 5l., the annual expenditure would amount to 86l. 17s. 10½d. It would follow from that that a sub-constable marrying with any amount of pay a sub-constable can reach would not be able, if he lived out of barracks, to support himself?—Not at present.

9163. Would you say that five or six years ago, in places like Limerick, he was able to support himself?—He would make a better attempt than at present.

9164. How is it that the married men do manage to live on sub-constable's pay?—They generally get a little money, and it keeps them up for a couple of years. Then a sub-constable will be expecting promotion. I was more than ten years in the service before I got married.

9165. Were it not that a man generally marries and gets some money on which he lives for a few years, it would be impossible to get on?—Decidedly impossible. I have shown that it will require that for two in a family. Then where there is a man with his wife and seven or eight children a couple of shillings more would be necessary.

9166. So that we may look at the matter from every point of view, I would ask you, are there any clerks holding fairly respectable positions in places like Limerick, and married, with one or two children, living on salaries that are not higher than the maximum pay of a sub-constable?—I am not aware how the clerks are paid; but I could show you the price of other labour in Limerick at present.

9167. If you choose to allude to that, we are quite willing to hear you?—In Limerick stonecutters are getting at present from 1l. 10s. to 2l. a-week; masons, 1l. 15s.; hakers, from 1l. 10s. to 2l.; sundrymen, from 1l. 10s. to 1l. 15s. per week; and dock labourers, 6s. per day when they work.

9168. The employment of dock labourers is very uncertain?—It is uncertain; but they make, on an average, 1l. 10s. a-week at all events.

9169. Do you think they are employed five days a-week all round?—Yes; but you know the class of men they are. These men work only five and a-half days in the week, and about twelve hours a-day, while we have to work seven days and nights.

9170. Are the figures you have given with regard to the rate of wages obtained from accurate sources?—They are the result of my own casual inquiries, and from reliable information besides. I am acquainted with builders. There is a new barrack being built.

9171. When a man enters on one of those trades he does not begin in the first couple of years to earn such high wages?—No.

9172. For the first couple of years after his apprenticeship is over he is on a lower rate of wages than he receives afterwards?—Yes.

9173. Do you wish to add anything else?—I cannot go lower than agricultural labourers, and I have seen them refuse 2s. 6d. a-day and their diet, preferring to lounge round the street corners.

9174. Mr. Holmes.—That is not all the year round?—Well, they will get 1s. a-day and their

diet, and that is equivalent to 2s. 6d., while the average policeman only gets 1l. a-week, and he must have four years' service before he can get that.

9175. From what classes of the community are the police who are stationed in Limerick for the most part recruited?—They are recruited from small farmers, and some respectable farmers' sons too; there are also artisans and some clerics.

9176. What class of artisans?—Tradesmen's sons, carpenters, and masons.

9177. If many of that class join the police, would not it show that a policeman's life was pleasanter than their own, notwithstanding their earning such high wages as you have told us?—Yes.

9178. Is it not the case that artisans are very often for long periods at a time out of employment?—Yes; but they will get employment again.

9179. Although your pay is not so high, you have the satisfaction of knowing that it is certain, and will be paid every week, or every month, as the case may be?—Certainly; but we have to work night and day for it.

9180. You mentioned dock labourers, and that they work five days in the week; when they are working, how many hours are they employed?—They work portion of the day and portion of the night.

9181. Is not it a case of working from 6 o'clock in the morning to 6 in the evening?—I believe it is.

9182. Do you not admit that twelve hours working in the docks is very hard labour?—I think that dock labour is not analogous to police duties, no matter how hard the latter are paid.

9183. Clarkson.—That is to say, the police come from a superior class of men, and discharge more responsible duty?—I should think so.

9184. Do you wish to add anything more on the subject of pay?—I think not.

9185. About pensions: you are one of the men who joined since 1856?—Yes; I joined in 1868.

9186. We have heard from the head constable that the men in Limerick seek equalisation of pension with the men who joined before the 10th August, 1866?—Yes.

9187. Generally speaking, what are the grounds on which you have been directed to rest that claim?

—A man joining before 1866, leaving at thirty years' service, will get his full pay as pension—62l. a-year; while a man who joined since 1866, on retiring after thirty years' service, will get only about 37l.

9188. Then you rest 25, according to the argument you now put forward, on the inequality between the two sets of men?—The inequality, and the difficulty it would be for a man to full back on 37l. a-year, when 62l. was merely adequate for him to live on.

9189. You agree with the head constable as to the improbability of his being able to make anything by employment afterwards?—Yes.

9190. But do you not think that in quiet times a man getting out at 48 years of age, or, still better, if he got out at 43, would be able to get some employment?—Very few men before 30 years of age; the average is 23. If a man did his duty and was hard-worked, he would be little good afterwards.

9191. Do you wish to add anything on the subject of pension?—It retards promotion very much.

9192. In what respect do you connect the subject of pension with the subject of promotion being retarded?—When a man attains to thirty years' service he is generally on for promotion, and he will stop in the force. The small pension will retard promotion likewise, because a man when he has a good salary will not like to go on a much smaller one.

9193. Then you think the smallness of the pension will retard promotion?—It will.

9194. What is the next matter?—I would advocate that the men be allowed to retire at twenty-five

Sub-Constable
S. Barrett.
22 Sept., 1892.

years' service, and that retirement be compulsory at thirty years' service, provided a man be allowed to knock up his time to get the pension of his rank.

9195. You advocate that for the same reason as the head constable do?—The very same.

9196. What is the next matter?—A boot allowance of 2l. 10s.

9197. What is the next?—Lodging allowance.

9198. How long were you in the force when you married?—Between ten and eleven years. In the city of Limerick there is nothing allowed for boot duty, as in Belfast and Cork, in connection with boot money.

9199. That which is called "boot money" in Belfast is not boot money, but is given by Act of Parliament to meet the increased cost of living. How many married sub-constables do you happen to know in Limerick that are living out of barracks?—All are, I think.

9200. How many married sub-constables are there?—I could not say.

9201. Do you think there are twenty?—I am sure there are.

9202. What kind of lodgings do they have?—Very humble lodgings indeed.

9203. What do you think they pay?—About 10s. per month. They pay 4s. a week for two rooms in any part of a house.

9204. Is it your experience that in the city of Limerick the grievance of want of increase of pay is felt far more by the married men than the unmarried, in consequence of their families?—Decidedly.

9205. As a rule; do they get some money with their wives?—As a rule, they do.

9206. Do you think that the money goes on their sustenance?—I am perfectly sure it does. I will instance myself. I live as economically as any other man, and it cost me 50s. since I got married. Lodgings cost, on an average, between 10s. and 12l. per annum; and we are obliged to get lodgings within a certain distance from the barracks, which makes the rent more.

9207. When masons and people of that class get married they generally manage to get a good deal of assistance from, or to live with and be nursed up very much with the people into whose family they marry?—Yes. Besides, married men in the force have nothing to fall back on but their hard pay.

9208. As a matter of fact, if a policeman marries in Limerick he is removed from where his wife's family is?—Yes.

9209. On the other hand, if a mason or other artisan marries in Limerick, he remains there, and has the benefit of mixing with his wife's family and their chalking together?—He has.

9210. That benefit is not given to policeman when they marry?—Very seldom.

9211. Go to the next subject, please?—I would refer to the nightly allowance.

9212. I suppose you seek to have it made permanent?—Yes. I would say 4s. 6d. for a man. He must be twelve hours on duty before he gets the 4s. 6d. I saw a man on duty eleven hours, and he only got 1s. 6d., while the old regulation would have given him 2s. 6d.

9213. Mr. Herrel.—For ten hours ending after 3?—Yes.

9214. No matter at what line you would draw the number of hours, might not a man be a quarter of an hour from gaining the larger allowance?—It makes very little difference between ten, eleven, and twelve hours.

9215. Might not it be said there was the same difference between eight and nine hours?—Yes; but there is a vast difference in the money.

9216. Is not the allowance for the night's absence intended to cover supper, bed, and breakfast?—Yes.

9217. Would a man, under ordinary circumstances, have incurred the expense of supper, bed, and break-

fast unless he was absent for twelve hours, including the three between 12 o'clock midnight and 3 A.M.? That is what the 4s. 6d. is for.

9218. And the twelve hours must include six hours between 9 o'clock at night and 3 o'clock in the morning?—Yes.

9219. Suppose that instead of between 9 and 3, any twelve hours which include the three hours between 12 midnight and 3 A.M. should entitle a man to the 4s. 6d., would not that be an improvement on the present system?—Yes.

9220. Chairman.—You have got an increase lately not merely for the twelve, but for eight and twelve?—Yes.

9221. What you want is that ten or eleven hours should be counted a night's absence?—Yes.

9222. But surely they have already got an increase for the shorter hours?—Yes. For instance, a man goes out at 7 or 8 o'clock at night and returns off duty at 6 or 7 o'clock in the morning, for eleven hours he would get but 1s. 6d., while heretofore he would 2s. 6d.

9223. Mr. Herrel.—Tell me under what circumstances a man could usually go from his barracks at 8 o'clock at night and return at 7 in the morning and incur the expense of supper, bed, and breakfast; because that is what the 4s. 6d. is to cover?—The expense would not be incurred, but the duty entails bodily hardship.

9224. For a man who was absent on duty during those hours would not one reasonably good meal, either procured where he was going or taken in his haversack, be as much as he could take?—Yes.

9224*. Would not he get that for 1s. 6d.?—Yes.

9225. A man could not leave his barracks at 8 o'clock at night and come home at 7 in the morning, having taken supper, bed, and breakfast. I can understand a case of hardship arising of a man leaving barracks at 10 o'clock at night and not being entitled to the 4s. 6d. until 10 o'clock next night. But that would be done away with if twelve hours entitled a man to the 4s. 6d., three of those hours being between 12 midnight and 3 A.M.?—Yes.

9226. Chairman.—What is the next matter?—The city of Limerick men spoke of impressing on the Committee the advisability of enabling constables and head constables in charge of stations to grant eight hours' leave of absence to obviate the necessity of applying to an officer at a distant post. Eight hours might do as well as a day's leave.

9227. Mr. Herrel.—Was it suggested at what time that leave should terminate?—No; but I would say at roll-call—9 in winter and 10 in summer.

9228. Under the same circumstances as he grants the four hours at present?—Yes.

9229. Chairman.—What is the next matter?—Unfavourable records as the next I would like to speak of in order to have them done away with.

9230. At what time would you have them blotted out?—After five years' uninterrupted good conduct I would have them all blotted out.

9231. So that they should not affect promotion?—No; I do not care so much about promotion as to have anything deducted from a man's pension, no matter when they were had.

9232. Is that a matter you have been told to bring strongly before us here?—Yes.

9233. Is it a matter that has been seriously felt as a grievance by the men?—It is.

9234. What is the next subject?—There should be an examination for even the lowest grade in the force.

9235. Do you mean for that of acting constable?—Yes. When a man is fit for it he ought to get it after a reasonable term of years.

9236. Mr. Herrel.—What number of years would you say?—I would say ten or twelve years.

9237. Chairman.—Would you propose that no man should be promoted until he had passed a

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R. Barrett.

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certain number of years in the force?—I would; I think ten years would be reasonable.

9238 Q. Then, as a rule, no man should be promoted to be constable until he had served ten years?—There might be exceptional cases, but that would be the ordinary rule. In some cases men are thought too young at thirteen and fourteen years' service; while in others they are promoted at three, five, and six years' service.

9240. Then the force in Limerick find it a grievance that there is this uncertainty and irregularity between one county and another?—I think so.

9241. Do you propose there should be promotion by counties, or that promotion among the sub-constables should go all over Ireland?—I think it should be confined to the counties.

9242. Do you wish to say anything more on the subject of promotion, for instance, on examination?—Except I instance myself. I was frequently examined. I am recommended for promotion seven years, and I never could tell the reason I did not get it.

9243. One would gather from that that you would like to have some more regular and certain influence governing promotion than that which now governs it?—Certainly.

9244. You suggested examination as one thing that would regulate it?—Yes.

9245. Is there any other suggestion on that subject you would wish to mention?—No.

9246. Mr. Harrel—You would try to bring about a certain uniformity on the subject of promotion by, in the first place, unless under extraordinary circumstances, requiring very many to have a certain number of years' service before he would be examined?—Yes; from eight to ten years' service.

9247. By whom would you have him examined?—By the sub-inspector.

9248. Would you suggest that he should be informed of the result of the examination?—Decidedly.

9249. So as to know exactly whether he was qualified or whether he was not?—Yes.

9250. And if he failed, to know the cause of his failure?—Yes; and if he was able to stand an examination again, let him do so, provided his character was good.

9251. Chairman—Do you wish to add anything else on the subject of promotion?—No, I think not.

9252. What is the next matter?—I think sub-inspectors' clerks are getting promotion too fast for the rest of the men. They are sure to get it.

9253. Mr. Harrel—Would not your suggestion as regards the general promotion, if acted on, prevent any abuse in that direction?—Yes.

9254. You would not seek to place them in a worse position than other men?—Decidedly not.

9255. Chairman—You think the present system is rather worked to the advantage of sub-inspectors' clerks?—As surely as they are appointed they are sure to get promotion in a short time.

9256. Which do you think, the matter of pay or pension, weighs most with the sub-constables of Limerick?—I am sure the matter of pension does. It affects the largest number of the force. They are all young men, from my service down.

9257. Do you wish to say anything else?—I would like to add that I agree with the head constable as to the exaggerations that got into the papers about the agitation in Limerick. It was not represented in the papers properly at all; it was exaggerated in a great measure. I heard nothing against any of the men but, in fact, the men who refused going on transfer.

Constable BENJAMIN GOOD, examined.

Constable
B. Good.

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9258. Chairman—You are stationed at Aakoston, County Limerick?—Yes; I have been there two and a-half years; I was eleven years in the city.

9259. How long have you been in the force?—Eighteen and a-half years.

9260. You do not come under the 1866 Act?—No.

9261. What is the first matter you wish to speak of?—Increase of pay is the first I have down.

9262. What increase of pay is suggested by the men of the county?—Is a day.

9263. Tell us generally the grounds on which they rest the claim?—Principally on account of the increased duties they have to perform, and the more substantial food they must partake of to maintain a robust frame enabling them to perform the duties.

9264. Those duties have been felt as heavily in the County Limerick as in any county in Ireland?—Indeed that is so.

9265. Those increased duties have been going on about three or four years?—About three years they have been noticeable.

9266. Have the men found they require to live better, and have more food for the duties, than before?—Certainly; the food must be of a better description and in greater quantity. There is another thing about the cost of living in the country, that we have not the advantage of competition that they have in the city, and we sometimes pay very exorbitant prices for articles of food, and which at other times we cannot get at all.

9267. When you say you cannot get them, do you mean that they cannot be had in the market, or that there is an unwillingness to sell them?—There is an unwillingness to sell them. It would be a compliment even though you paid for them. It depends on whether there is anything going on in

the locality, such as haffill's work, whether you will get them at all.

9268. Does that lead to your being overcharged when you do get them?—Certainly.

9269. Of course, those overcharges are connected with the disturbance?—With the Land League business; I hope it will not last, because we suffered a great deal by it up to the present.

9270. Do you wish to give any statement of your expenditure?—I got a statement from a person to submit, but I consider it rather exorbitant. I have, however, one myself, which is accurate. [Produces.]

9271. This is the missing as per bills?—That is what I pay myself, and I would like to get more if I could afford it.

9272. Does it include everything for a man and wife and three children for the month of August?—It does.

9273. The entire amount of it is 7l. 0s. 8d., and that includes 1½ lbs. of meat a-day; what do you pay in the county of Limerick for meat?—9d. per lb. for inferior meat when we get it, but we do not often get fresh meat. If we bring it from a distance it costs more. In the village we would perhaps get it one day in the week, and the price is 6d. per lb.

9274. Potatoes are put down at 6d. per stone?—Yes; that is the market price; we sometimes would not get them for that.

9275. You live in barracks?—Yes.

9276. The barrack servant is put down at 6s. a-month?—Yes.

9277. Fuel and light, 12s. 8d. for your private use?—Yes.

9278. Wearing necessaries, boots, colic, &c., for the family, 1l. a-month?—All I can afford at present is 10s. a-month, but that is not sufficient.

9279. Does that include your own boots?—It does.

9280. School fees for children for the month, 2s., that is for national school fees?—No; it is not a national school.

9281. This is your actual expenditure, and it is under what you ought to spend?—It is.

9282. On that, do you allow yourself meat every day?—I have some sort of meat every day, but not sufficient.

9283. That would make the expenditure 84l. a-year?—About that.

9284. Your pay is less than that?—About 79l. 16s., minus the centage.

9284*. Yours is one of the cases that has arisen so often here, where the annual expenditure is apparently larger than the pay?—It is.

9285. Is it one of those cases also where you are drawing on private resources?—I spent on an average since I married 10l. a-year besides my pay. I think I exceeded it. I had twelve years' service when I got married.

9286. What is the feeling, so far as you know, among the men who sent you here about their wives being allowed to earn something for themselves?—My opinion is that it would interfere with the police duties; that it would not at all be well to have the wives and families of the police mixing up in business.

9287. Suppose it was confined to dressmaking and teaching?—I do not think there could be any great objection to that, that it would interfere with the public service, but it could not be availed of very extensively. Where would they get schools in rural stations? And the permission would be of little use at present.

9288. Do you not think that if the times got brighter a policeman's wife would be very quickly employed?—I do; a great many of them would, and benefit their family by it.

9289. Your evidence goes to show that if constables marry and live up to the necessities of their position, they must at present do so to some extent by means coming from other sources than the force?—They must.

9290. Do you wish to say anything about the unmarried constables?—I have not an opportunity of knowing much about them.

9291. Do you wish to add anything else on the subject of pay?—I do not think there is anything else beyond what I have said as to the better style of living, and the difficulty in rural stations of getting provisions, for which we have to pay exorbitant prices; there is no doubt about that. Even in a village like Askeaton there is no regular market. You have to go to the individual and ask if he will oblige you, and it is a mere chance whether or not you get what you want. If you do not, you have to send a distance of 6 or 8 miles to bring the provisions at your own expense. I know men who have to send an ass and cart 6 or 8 miles for potatoes, and that is expensive on them.

9292. Pass to the next subject?—We ask for continuation of pensions. The men complain of being left without any subsistence when they have completed their thirty years' service. The pensions they get under the 1866 Act would not be sufficient to maintain them in any sort of a respectable way, and it is only now that they are beginning to see it. Men when joining the constabulary do not look at the subject of pension, and it is only when they advance in the service they begin to see their prospects.

9293. Is it within the last two or three years this demand about pensions arose?—It is within the last two or three years I have heard most about it. The men were losing money. I have known men to hunt the whole of Askeaton for so much money as would enable them to turn out on duty. Their private money was going, and they began to look how they could replace it again. The Government have done something, but it did not satisfy the men altogether.

9294. Does it not follow from that that those men you now speak of look forward to being able to add to their pensions at the end of their service something they would be able to save going along?—They would like to be able to save something during their service to add to their pension. Men having the benefit of an increased rate of pay all their service would be able to have a reserve to meet the difference in the pensions, but now, with the better style of living, and the expense attending the duty they had to perform in the last two or three years, they begin to get shaky as to whether they will be able to save anything at all.

9295. What is the next point?—Judging allowance for married men not accommodated in barracks. One man is paying 8l. a-year for a small detached house with two rooms; another man is paying 6l. 10s. The rent varies according to the accommodation. In a small town it is not easy to get accommodation at all; but to give a man a chance of getting it, 8l. a-year would be as low as you could go.

9296. Pass to the next matter, please?—The next is unfavourable records.

9297. At what time do you say they ought to be expunged?—As far as I am concerned myself, I would say three years; but I have been instructed to say two years.

9298. So that they should not affect promotion after two years?—Not promotion, but that they should not count against pension.

9299. Suppose there were two going for promotion together, and they were equal in all other respects except this, that one had an unfavourable record, you admit that the man who had no unfavourable record ought to get the preference?—I would think so.

9300. But except in a case of that kind, you say that an unfavourable record ought not to count after two years?—The men say so; but I would not say two years myself, I would say five. I am instructed to say two years, but I am giving you my own opinion too.

9301. With regard to pension, you think an unfavourable record ought not to tell against pension at all?—I think not. I have a letter from a man who has suffered a good deal from an unfavourable record. He held the rank of constable, and for an offence he was reduced to that of acting constable, and he was six years reduced before he was again promoted to the rank of constable. During that time he took in pay 6l. a-year, and in barracks accommodation on account of his reduction 8l. a-year. He was transferred also. So he estimates the whole cost of the record at 100s. Besides, it prevented any chance of promotion to the rank of head constable. He states now that it is hardly fair to ask him again on his retirement to pay an additional sum out of his pension for that record.

9302. Mr. Holmes.—He has not retired yet?—No.

9303. But he anticipates when he does retire it will tell against him?—He does.

9304. Chairman.—What is the next subject?—The next is retirement; and I am instructed to lay before you that it ought to be optional at twenty-five years' service. I would say compulsory retirement would be very unfair in the case of men who joined since 1866 to give up any way they had of making it in honesty.

9305. I gather from that that if voluntary retirement were permitted at twenty-five years' service, men under the 1866 scale would not be likely to avail themselves of it?—I am sure they would not.

9306. Go to the next subject, please?—There is a matter of discipline about senior men being held accountable for the acts of juniors. I would say, if a man were in any way concerned in the misconduct, he ought to be, to a certain extent, held accountable.

9307. If by neglect or participation he was

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morally answerable, he ought not to be let off?—I think not; but if he were not in any way connected with it he ought not to be held accountable.

9308. But, latterly, the hands of the force have made that discrimination?—Yes. The regulation is not carried out so strictly as it had been.

9309. You suggest that a distinction should be made between the cases where the senior is really responsible, and where he has no part in the offence of the junior?—Yes.

9310. What is the next matter?—Boot money and shirt money. They say there ought to be an allowance of 3l. for boots, shirts, and plain clothes. Men have very often to go in plain clothes now.

9311. Would the 3l. cover boots and plain clothes?—That is the item I have here for boots, shirts, plain clothes, &c.

9312. What is the next topic?—There is an item under the heading of discipline, and I think if it were properly brought under the notice of the Inspector-General he would not hesitate to make some alteration in it. Married men complain that it is a great hardship to have to send a child

at 14½ years of age into a low lodging-house in a village.

9313. Is it the opinion of the men who sent you here that it is more unsafe to the child to send her out at night at that age than to keep her in barracks?—Yes. If there is any protection for her, it is under the care of her parents.

9314. Is it your opinion that there is practically no fear of anything dangerous arising in barracks?—Certainly not. The reason given for it is that the child ought to be put to some means of earning her living about that age; but that is very young to send a child out.

9315. What you suggest is that the age should be extended somewhat farther?—Yes.

9316. Would you say to 16?—I do not say 16. In fact, it would not be easy to fix an age at which every person could get their child away; it depends so much on the situation they are looking for. Sometimes they are not finished for situations until they are nearly 16 years of age.

9317. What is the next subject?—I have now stated nearly the whole of them.

Sub-constable CORNELIUS HOSSEY CURRAN, examined.

Sub-Constable
C. H. Curran.

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9318. *Chairman*.—You represent the sub-constables of the county of Limerick?—Yes.

9319. What part of Limerick are you stationed in?—Doon.

9320. That is rather a troublesome place?—Sometimes it is.

9321. You were stationed in the city?—I was.

9322. How long are you in Doon?—Six months.

9323. How long were you in the city?—Nine years and a-half.

9324. How long have you been in the force?—Thirteen years and three months.

9325. You came under the 1856 rule?—I do.

9326. State the matters you have been directed to mention in the order you think most important?—The first thing I have been directed to ask is an equalization of pensions, to put us on the same footing with the men who joined before 1856.

9327. Am I to assume that the men are very much interested in the matter of pension?—They are.

9328. More even than pay?—They are.

9329. State the reasons?—We think it is a great hardship that after serving thirty years we will not be as well off as the men who retired on pension before; and, moreover, the people do not like the police, and will not give them an opportunity of getting situations.

9330. If things quiet down, do you not think that feeling will disappear, and that the police will have as good a chance in future days as in the past?—The people have something against us they will not give up for this generation, at all events.

9331. *Mr. Heleux*.—When you joined the force were you aware that the scale of pensions had been altered?—No; I knew nothing about pensions.

9332. *Chairman*.—When did you learn it?—About two or three years after joining I began to think of the matter.

9333. Constable Goode told us something about the men having been laying by a little, and been obliged to spend their savings during the late time. Did they lay by a little from time to time?—I do not mean for the purpose of going on leave, but for the purpose of going towards pension?—In the city of Limerick they laid by nothing. The only thing they laid by was for the month's leave.

9334. You had not much experience of country districts?—No.

9335. Did you ever hear of men laying by with a view to help their pensions?—I never did. Men

never think of the matter until their service is pretty long, and then they see the predicament they are in, and that they cannot leave.

9336. Do you think many keep their savings until retirement?—Some do; but they are very few that save money. Any man who saved a few pounds generally lost it when going on what we call "public duty," for instance, to the north. The allowance never covers the expenses. I had to pay 5s. in this county for supper, bed, and breakfast.

9337. You say the savings go when you are on "public duty." Does not the increased rate now allowed cover the expense?—I think it will go a great way to cover the expense; it is a great improvement on the old rate.

9338. Suppose you were sent to Belfast on public duty, taking one thing with another you will not be as well off as at home?—The allowance may cover a saving man's expense; but most men lose by it.

9339. Pass to the next matter you wish to speak of?—The next thing we ask is an increase of pay of 1s. a-day.

9340. Are you a married man?—No.

9341. You say you had not much experience of saving, because living was very expensive in Limerick?—Yes.

9342. But you were in other places before you went to Limerick?—I was at Clarina, 5 miles from Limerick.

9343. What do you put down for breakfast?—6d. You cannot calculate where I am as exactly as in the city. You have to take meat in bulk, and eat it proportionately among the men. Dinner costs 1s. 3d., and supper 3d.; that makes 2s. 6d. a-day, or 4l. 2s. 6d. a-month, besides 4s. 6d. payable to the barracks cook.

9344. *Mr. Harrel*.—How many men are there at the station?—Only four at present.

9345. That is 18s. a-month?—Yes. She gets 22s. 6d., being 4s. 6d. each from five.

9346. Is that the ordinary rate of wages along with feeding?—No. There were more men when I went there first, and that was the rate, and we did not reduce it.

9347. This is an estimate prepared by a man receiving 32l. 4s. a-year, and he puts down his monthly expenditure at 4l. 7s., which brings him 4d. in debt at the end of the month. As a matter of fact, what is the fate of men with 32l. 4s. a-year if, in ordinary times, they were not able to live well on it?—They are not able to eat and drink; for if a

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C. H. Carron.
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man eats and drinks enough all his pay is gone, and he cannot see his friends on a month's leave.

9348. Take a man who enters at 52l. a-year. As a matter of fact, lots of men do enter willingly on this pay?—Most of those who join the force do not know what the pay is until afterwards.

9349. At any rate, it would appear from the look of the men immediately after joining that they are able to live on 52l. a-year, because they look well and healthy?—Yes. Some time ago mowing was not nearly so dear as at present. At the station I am in we have long marches. We leave, say, at half-past 12; we take our dinner, and stay out six or seven hours. We then feel hungry, and require another piece of meat.

9350. Mr. Holmes.—When you say they do not know what their pay is, do you mean to say when a man leaves the depot and joins a station he does not know he will receive 1l. a-week?—Half the men who do join do not know what they will get.

9351. Do you wish us to understand that in late years no man whose pay is 1l. a-week has been able to live within it?—Some men may have; but a man who lives well and performs his duty has been in debt.

9351*. But is it not the case that many men saved money from the time they entered the force, no matter what their pay was?—I have known men when we had the very small pay to save money, because they would not drink nor smoke nor anything else; but those men would be only one in 100. That is all I have to say with reference to the increase of pay.

9352. What is the next matter?—We ask that unfavourable records be wiped out after, at most, three years' good service.

9353. So that they should not affect promotion?—Yes. If you are three years clear you should begin anew; and a man should be eligible for promotion after two years.

9354. You would say, too, that they ought not to affect the pensions?—Decidedly.

9355. Is that a matter you have been told to recommend strongly?—Yes.

9356. What is the next matter?—The men asked me to say they require half the promotions or vacancies to be given to senior men and the other half by competition; the men competing to have seven years' service, and no unfavourable record in the last three years.

9357. Mr. Howell.—That would be, in point of fact, forming a select list for sub-constables somewhat on the principle of the present select list for constables?—Yes; but that is a matter we object to.

9358. But it would be somewhat on the principle of the select list by which constables are now promoted to the rank of head constable?—Yes; that is, for half the men.

9359. What is the next point?—The men desired me to say they feel that sub-inspectors' clerks get too many vacancies, being too young. They have facilities for getting promotion that other men have not. They are under the eye of the sub-inspector, who forms his own opinion, because he sees them always, while he does not see other men perhaps once a month.

9360. Chairman.—The plan you propose would never meet that?—Yes. The men mentioned ten years as their fair. They say a sub-inspector's

clerk gets promotion at six years' service; about seven he gets to be constable, though he has never done any police duties; and in two years he is entitled to compete for the select list, and be stays on that a number of years, preventing promotion.

9361. What is the next subject?—The men would ask 10l. lodging allowance for married men not accommodated in barracks.

9362. Is not that rather higher than Constable Crooks mentioned?—No man could get the accommodation where I am; but I was speaking to a man from Cappaghmore, and he says he pays 4s. a-week.

9363. What effect do you think the giving of this lodging allowance would have on the men getting married?—When a man has not permission to get married for seven years, at the end of that time he sees for himself, and if he is inclined to get married he will, but if not he will not. If he was allowed to get married earlier, the lodging allowance would induce him. The rule is seven years' service in a county; but some men may be detained six months or twelve months on the depot from sickness or otherwise, and they would ask that the seven years be computed from the time of joining.

9364. What is the next topic?—The men ask that the night allowance of 6s. 6d., when absent from station, be made permanent; but they consider twelve consecutive hours at night a very long time, and if a man is not twelve consecutive hours absent he gets a small sum.

9365. You think there should be something more than 1s. 6d. for periods less than twelve hours?—Yes.

9366. Of course, in quiet times, these allowances are not so frequently earned as in troubled times?—No.

9367. So that the question of allowances does not affect very much the quiet times at all?—No.

9368. What is the next matter?—They require for boots and other necessities 2l. 10s. per annum.

9369. What do you include under the head of "other necessities"?—I suppose shirts. Some say they require 2l. 10s. for boots, and they do generally in the city of Limerick, where they wear more costly boots than in the country. There is a stronger class worn in the country.

9370. Are you including in that plain clothes?—No.

9371. What is the next subject?—The next is that a senior man be not held responsible for the insubriety of a junior, except in case of his neglect. If the senior drinks with him, or is accessory to his drunkenness, by all means hold him responsible, but it is a hardship when a man gets drunk without the knowledge of the senior that the senior should be punished.

9372. Is there anything else?—They say when a man gets married, instead of transferring him to another county it would meet the case to transfer him to a distant part of the county in which he was stationed, so that he would be near his friends.

9373-4. What is the next matter?—That is all, except that we would ask to have a constable allowed to grant eight hours' leave of absence on the same basis as he grants four. It would be nearly as good as a day, and would obviate the necessity of applying to the sub-inspector.

[The Committee adjourned.]

TWENTIETH DAY.—27TH SEPTEMBER, 1892.

Present :

Mr. R. O'SHAUGHNESSY, M.P., Mr. R. W. A. HOLMES, and Mr. D. HARREL, R.M.

Constable MICHAEL SHEEHAN, examined.

Constable
M. Sheehan.
—
27 Sept., 1892.

9375. Mr. Harrel.—Where are you stationed?—At Coolock, County Dublin.

9376. How long have you been in the County Dublin?—Since August 1863.

9377. How long have you been in the force?—I joined on the 11th December, 1855 (twenty-seven years last December).

9378. What is the first subject you wish to mention?—Pay. I am directed to ask for an increase of pay at 1s. 6d. per day, to be granted from 1st July, 1892.

9379. That is higher than most of the others suggested?—Well, as the very least, to place us on a footing of equality with other forces.

9380. With what other forces?—The Dublin police, who are not satisfied with their present pay.

9381. In comparing your rates of pay with the rates of pay of other forces, you will admit it would be fair to take into account not merely the high rates of pay in the English city forces, but also the rates of pay in English county forces?—I am not very well acquainted, except through correspondence, with the duties performed by the English police.

9382. Do you mean by that to say that you think the question of the amount of duty to be done by each force is a matter to be also taken into consideration?—It is. I know that a man of the relative rank of mine in the English police has less duty to do. I am on duty every day of the 365, except I am excused by my officer.

9383. Upon what authority do you say that a Dublin metropolitan police sergeant is in a different position to yours in that respect?—I know he gets more pay.

9384. But as regards continuity of duty?—When he does his allotted number of hours' duty he may go home to his lodgings, and he is done.

9385. Upon what authority do you make that statement?—Upon the authority of my intercourse with the Dublin police for the last eighteen years in the neighbourhood of Dublin.

9386. That is merely what you have gathered from your intercourse with them, not officially?—That is all.

9387. Would you be surprised to hear that the discipline and regulations, not only of the Dublin metropolitan police, but the rural forces of England and the city forces of England, admit of no such principle, but involve the principle analogous to the rules of the Irish Constabulary, namely, that a policeman is never off duty, that the public pay for his entire time, and he is supposed to devote the entire of his time to the duties?—That may be the regulation.

9388. Chairman.—I take it that whatever rules there may be for compelling the Dublin metropolitan police constable and the English police constable to be always ready for duty, it is in very rare cases his leisure hours are infringed on for purposes of duty?—That is so.

9389. I suppose that this difference results very much from the system of having barracks and a military discipline maintained in your force that requires a man to be constantly about the place?—I do not think the military discipline of the force has anything to do with it.

9390. To what do you attribute it?—To this, that

we are scattered so much in Ireland in small parties, consisting generally of a constable and four men, so that if anything turns up it takes one man to mind the barracks and the others to go out.

9391. Pass to the next point?—The next is that all head constables of the first class who are considered unfit for promotion to the rank of sub-inspector should get the £6, now granted to a limited number—I believe twenty-four.

9392. After what period would you say they should be entitled to that?—After being examined.

9393. Go on to the next point?—According to the Act of Parliament at present twelve head constables of the second-class rate may be granted 10*l.* extra. That is not given. We ask that it should be given to those men who perhaps may be considered too old to serve until they would become entitled to the allowance at the first-class rate. The next point is that all constables pronounced unfit for the rank of head constable should get 5*l.* per annum extra pay. At present 4*l.* is granted to sixty constables, and we propose that any number should get it.

9394. Practically speaking, what addition do you think that change would make to the number?—There would be hundreds entitled.

9395. Do you mean that every man who, on examination, had shown himself unfit to be a head constable should receive that?—I do; and even men who would not be examined at all. There are many deserving constables whose literary qualifications are not considered by county inspectors as coming up to the mark, while they are very good working policemen.

9396. But there are constables whom the county inspector declines to recommend because they are either inefficient or because their conduct has not been good?—I would not extend it to them, but I would have the county or sub-inspector show some reasonable cause for excluding them.

9397. What is the next topic?—The next is that constables who are *ex officio* inspectors of weights and measures should be allowed 5*l.* a-year for the discharge of the duty. I am an *ex officio* inspector of weights and measures myself.

9398. At present they get from the Grand Jury an allowance for any time they would be absent on the duty such as they would get for a night's absence or a certain number of hours' absence on ordinary duty?—Yes.

9399. That is meant to cover merely expenses, and you seek remuneration in addition?—I do.

9400. When doing weights and measures duty are you not relieved, for the time at least, from the ordinary duties?—I may be, but if something arises turned up it would not excuse me to say I was engaged with traders' weights and measures. There is another element in the matter, namely, this, that I may be directed to-morrow by my sub-inspector to inspect the weights and measures of traders throughout the district. I pay at least 10*s.* a-day to a carman, and I get it at the end of seven months' time.

9401. Mr. Harrel.—That money is not advanced by the Grand Jury?—It is not; it is not allowed to become a constabulary charge.

9402. It is a direct charge upon the Grand Jury?—It is.

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9403. And it is not advanced by them in the first instance?—No.

9404. You send in your vouchers?—Yes, quarterly.

9405. You are obliged to defray the expenses before you can send in the account at all?—Yes.

9406. And out of your own pocket?—Yes.

9407. The officer submits the account and receives the amount of a subsequent period when the presentments are paid?—Yes. I expended 12, and I was seven months and four days before I got it. Again, I have charge of the standard weights and measures, and I would be liable to serious punishment if I allowed any damage to happen them.

9408. You make responsibility a ground for asking payment?—Yes.

9409. *Chairman*.—Pass to the next matter?—The head constables are asking 6s. a-night extra pay, all other ranks to get 4s. 6d., and that it might be granted for eight hours' absence when the absence terminates at or after 3 o'clock in the morning.

9410. You would make eight hours' absence a night's absence?—Yes.

9411-12. The 4s. 6d. is meant to cover the expense of a night's absence?—Yes.

9413. That is to say, it is meant to cover the expense of supper, bed, and breakfast?—Yes.

9414. Suppose you get home by 3 o'clock, it is to be presumed you will go to bed, and therefore one of the things for which the 4s. 6d. is allowed you will not have to pay for?—Yes.

9415. Therefore, when you ask it for the eight hours' absence, you ask it as remuneration?—Yes; I must take some refreshment.

9416. But the calculation is that the 4s. 6d. should cover not only refreshment but bed?—I scarcely want to say that they did not charge me as much for the meals.

9417. There would be only one meal, supper, instead of supper, breakfast, and bed?—Yes; but that seldom arises as regards one particular night. There might occur a three or four nights' absence, and I would be getting home that night.

9418. You mean the terminating night?—Yes.

9419. But take the ordinary night. The present rate is twelve hours, including the period between 9 a.m. and 4 p.m. Do you not think a good deal of the headship would be lost suppose it was any twelve hours, provided they included not from 9 to 3, but from 12 to 3?—I think that would be an improvement.

9420. Pass to the next point?—Let the present temporary allowance be made permanent, and give the head constables 6d. in addition to the present allowance.

9421. Why do you ask for 6d. additional for the head constables?—Being of a different rank, and there is generally a little privilege afforded them.

9422. Go on to the next matter?—The mounted men require 6s. a-month for stable requisites, in addition to the present allowance.

9423. Is that 3s. in the depot and 2s. in a county?—I think it has been increased by a recent order.

9424. What is the next point?—That county inspectors' clerks be granted 11s. a-month extra pay whilst holding their position.

9425. In addition to the 7l. 10s. they already have as watchkeepers?—Yes.

9426. *Chairman*.—Is that on account of the heavy work they do?—Personally, I would not say that, but their position involves responsibility, and I would like to see them paid for it; I would then withdraw their privileges as regards promotion, and place them on a footing with every other constable.

9427. At present, a county inspector's clerk has certain defined advantages with regard to promotion?—Yes.

9428. *Mr. Harrel*.—And though hard worked in his own particular duties, he is also excused from the performance of all duties attaching to a policeman, protected from wind and weather, patrolling, and lying in ambush?—Yes.

9429. He is every night of his life in bed?—Yes.

9430. Have you been a county inspector's clerk?—No.

9431. *Chairman*.—Pass to the next subject?—We would ask an allowance of 11s. a-month for fuel and light, winter and summer.

9432. Do you count the supplying of the cooking fuel?—Yes, for cooking and the day-room.

9433. What is the next matter?—That the head constables should receive 15s. for making up a tunic, and 4s. for each pair of trousers, and that all others get 7s. for each tunic, and 3s. for each pair of trousers.

9434. Pass to the next?—That a head constable, whilst in charge of a district in the absence of the sub-inspector, should receive at least 5s. a-day extra pay for discharging the sub-inspector's duty.

9435. Would you have the pay run from the first day the sub-inspector went?—From the time the district was handed over to the head constable.

9436. And for short intervals; suppose he was away only a couple of days?—Yes; the head constable is responsible, and must visit the scenes of outrages.

9437. *Mr. Harrel*.—There is not any precedent for giving an allowance to an inferior performing the duties of a superior, unless after having performed these duties a certain time. For instance, a sub-inspector doing duty for the county inspector receives the allowance after a month. The Adjutant at the depot receives an allowance after a month when doing duty for the Commandant?—I am not aware.

9438. *Chairman*.—What is the next point?—That married men not accommodated in barracks should receive 10l. or 12l. a-year as a lodging allowance. There are many married men in the county.

9439. What would they pay?—The least would be 8l. Then I would allow 3l. or 4l. for the fuel. We would also ask that the sub-inspector should have no control over the lodgings more than to see they were suitable in the first instance, not to be making monthly inspections.

9440. Are you aware that in England generally there is something deducted from a man's pay in respect of the accommodation in the way of lodging they get where that accommodation is in barracks, that is to say, suppose you are a policeman in London, and in barracks, there is a certain sum deducted from your pay every week to represent the cost of lodging?—I am not aware of that.

9441. *Mr. Harrel*.—Do you know also that the rural police in England are obliged to supply their own lodging?—I believe that to be the case.

9442. *Chairman*.—If a married man's lodgings exceed a certain sum, then the county provides the difference?—We would be satisfied to have the sub-inspector take the house, see that it is suitable, and then let the men go and live in it.

9443. *Mr. Harrel*.—It is only the sum in excess of 2s. a-week that the counties in England at all contribute, the men paying the 2s.?—I understand that.

9444. *Chairman*.—Pass to the next matter?—They require that the married women of the force should be allowed to supplement their husbands' incomes by any respectable employment.

9445. Do you think if that leave were given the women would try and contribute?—I am sure they would in a great many cases be happy to get the chance of doing so.

9446. Is that a thing that is really strongly desired by the married men that sent you here?—Yes. They were unanimous on that point.

9447. *Mr. Harrel*.—What sort of employment would they work at?—Mantle-making or dress-making; or they might be teachers, or keep a post office, I had an instance the other day where a man was offered a post office for his wife.

9448. *Chairman*.—Go to the next subject?—That all head constables and other constables serving in

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the force or heretofore joining he granted half their yearly income if released until for further service at fifteen years, and that one-thirtieth be added for every year's service up to thirty.

9446. I suppose, like the other witnesses, your men rest this demand on the inequality that exists at present between the men who got in before 1866 and those who got in since?—They do. Again, if I left the force after twenty-nine years and eleven months, I would get but twenty-five years' pension.

9449. *Mr. Harrel*.—But do you not know that when labouring under that disadvantage, so far as pension is concerned, you occupy a position not occupied by any others of the Civil Service, or by policemen, in being entitled to the full pay of your rank after thirty years' service?—I admit that; but there are other disadvantages; every civil servant will get some employment except a policeman. I saw, the other day, the Home Manufactures Association entering a protest because a Dublin metropolitan policeman got employment at the Exhibition.

9451. Do you think that that state of feeling will continue for an indefinite period?—I could not answer that; but I see no prospect that it will not.

9452. The feeling has not changed with regard to the police in the County Dublin?—The feeling was always fairly friendly, but not so much as it was before the agitation commenced.

9453. *Chairman*.—Go to the next matter?—We require unfavourable records to be cancelled after two years' good conduct.

9454. So as not to interfere with promotion?—Yes; and that they should not in any case affect pension.

9455. What is the next point?—That no stoppages be made from a man's pay after sixty days' illness.

9456. Pass to the next?—That no man be convicted without first taking his admission or denial of a written charge.

9457. *Mr. Harrel*.—You refer now to the punishment imposed summarily by a county inspector, say on his inspection?—I do.

9458. You say that, even in the case of a county inspector, the charge should be communicated by him to writing, and the man be called upon to admit or deny it?—I think so.

9459. Of course, you are aware that at present any man who thinks he is unduly punished by the county inspector has the power to appeal?—He has.

9460. Pass to the next point?—We are not unanimous on the next point in the County Dublin—that is, that all promotion from the select list should be discontinued, and that promotion should be from the seniority list. There are two districts for maintaining that a constable should not be promoted until he is a constable of eight years' standing and fifteen years' service.

9461. A portion of your county wish to do away with the select list?—Two districts.

9462. Another portion wish to retain the select list, but that certain conditions should attach in the way of service to those who would be examined?—Yes.

9463. *Chairman*.—Do you wish to say anything more about promotion?—The next is that when men are promoted from head constable to be sub-inspector, the confidential reports of the county inspector should be discontinued, and if he has any charge or complaint, or reason to assign why a man is not fit for promotion, let him state it above-board.

9464. *Mr. Harrel*.—At present a county inspector is called upon to state his opinion confidentially with regard to a head constable who seeks to be promoted to sub-inspectorship?—Yes.

9465. You think it should be in the shape of an ordinary report?—I am directed to say that this is a

personal matter. I do not feel competent to speak on it, and I would prefer the man concerned were here himself.

9466. This is a matter that has arisen with one of the men?—Yes. He told me to bring it before you specially, and that I had his authority to mention his name and everything else.

9467. In his case has the county inspector been already applied to, and sent in his report?—The man was recommended by his sub-inspector in January last, and he has been given to understand that because he was not recommended also by his county inspector that was his only fault, and he was not called upon to be examined. He is now a month or two over the age. We require the age to be extended from 48 to 50, or, in fact, that there should be no limit of age, if the medical officer of the force thinks fit.

9468. *Chairman*.—Is there any impression held all this on the subject of promotion, as to any sense of apparent unfairness?—Personally, I have no complaint to make; but men, in general, are complaining from time to time, saying that so-and-so was promoted because he was a favourite with the officer, and advancing various reasons of that kind from time to time.

9469. What are these reasons?—One man will say another was promoted because he was a Protestant; another, because he was a Protestant; and so on; but I would not say myself there was ground for those things.

9470. Your evidence is that, whether there was ground or not, that feeling is among the men?—That feeling is on the surface, especially for some years back, and it has arisen, in my opinion, greatly from promoting a number of recruits, and giving promotion to clerks and young heads.

9471. How would the promotion of recruits give it a religious aspect?—I would not say altogether a religious aspect; but if a young fellow happens to be fortunate enough to get into head-quarters or about the sub-inspector, it is in that way a great many more recruits are promoted.

9472. That goes in favour of a regulation being made that promotion should be for service?—Yes, at least seven years.

9473. With regard to the feelings of the men about Promissory and about religion, it is impossible to lay down definite rules on the subject of religion. The only way of correcting such an impression would be to have definite rules generally on the subject of promotion that would make such a suspicion impossible; that would bring promotion under a certain system, and thus make the men see that no matter what religion a man was of he would be promoted according to merit?—The promotion system is daily improving since I joined, but it requires a great deal of alteration yet.

9474. Would you say this feeling on the religious aspect of promotion is as strong now as it was some years ago?—It is not.

9475. Pass to the next point?—We require that there should be a clear and concise programme of the necessary qualifications for each rank laid down and promulgated over the entire force.

9476. As a guide?—As a guide, that every man might know what knowledge he should have to acquire.

9477. Do you mean as to their duties?—Yes, and literary qualifications too.

9478. You think that also is left too much open for the discretion of each superior?—It is.

9479. Go on to the next point?—That assistant county inspectors' clerks should be promoted to clerkships as the vacancy occurs; and that promotion to that rank should take place in the county in which the vacancy occurs for the clerkship.

9479*. Then the present system under which assistant clerks are advanced would be done away with?—I am given to understand that a man does not get promotion according to his seniority as

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assistant clerk; it is only as the county inspector will recommend him as being fit to take charge of the office. I do not know myself but as the matter has been represented to me

9480 Pass to the next matter, please?—That each constable in the service should be entitled to a month's leave each year, except he is required for important duty. At present the Code lays down that a man is entitled to a month's leave, but he does not get it. We also require that a constable should have authority to grant a man a day's leave in the month if any emergency arose.

9481 *Mr. Harrel*.—What do you mean by a day?—I would say about twenty-four hours.

9482 *Chairman*.—Pass to the next matter?—The next is that those exceptional powers at present vested in stipendiary magistrates and special resident magistrates should be withdrawn, and that the special powers they exercise over the force be left to the officers of the force.

9483. Do the men in Dublin feel this much?—Not in the County Dublin, because we have no such thing.

9484 Then I take it the County Dublin men speak in representing the sentiments of the men in other parts of the country?—Things they experienced, because they have done temporary duty in other parts of the country, where they came under those gentlemen.

9485 The County Dublin being quiet, the men of that county have been sent to disturbed parts of the country?—They have, to Cork, Limerick, and various parts.

9486 And they have experienced this?—They have, as the result of divided authority, especially when a man happens to be in charge of a station. The county inspector requires one thing, and the stipendiary magistrate another thing.

9487 When you speak of a man in charge of a station, you do not mean a Dublin man?—Yes; he might be, and has been, in charge of both and temporary stations.

9488 The men have found cases in which the authority of the constabulary officer and the magistrate clashed?—They have; I have been speaking to a man who was in charge of a station with five men for six weeks, and his county inspector knew nothing about it.

9489 You mean the county inspector of Dublin or another place?—The county inspector of another county where he was serving.

9490 You give the case of a man in charge of a station five weeks without his county inspector knowing anything about him; take that with some instances that have come to your knowledge; I want to know the effect of those things on the force?—It is this: that when obeying one man, the chances are you are incurring the displeasure of another.

9491 Is that a matter which you have been directed by the men to bring under our notice?—It is; all those are written down for me, and I am bound to advance them.

9492 What is the next point?—That no head or other constable, or any superior sub-constable, be held accountable for the acts of his subordinates.

9493 Except in cases where he has been a party to the act, or by his neglect?—Yes, if he in any way contributed to it. At present the regulation is a great hardship.

9494 What is the next matter?—That the Medical Boards which are at present formed to consider the discharge of men from the service should be discontinued altogether, and that the duty be vested

in the Surgeon of the force, in whom the men have every confidence.

9495 *Mr. Harrel*.—The Medical Board consists of the Surgeon of the force and two military surgeons?—I am not aware, but some years ago, when stationed on the reserve, the Board used to consist of two or three independent surgeons altogether.

9496 Military surgeons?—No, military or civil.

9497 *Chairman*.—What is the next point?—The next is that the Roman Catholic members of the force should be sent to some hospital where there will be an opportunity of seeing to their religious duties.

9498 I understand at present there is no Roman Catholic chaplain attached to Stevens' Hospital, where the police go?—There is not.

9499 The Roman Catholics have directed you to bring that forward?—I feel it myself; I was in it in my day, and I happen to be a Roman Catholic.

9500 Pass to the next matter?—That all men employed on duty in plain clothes should be allowed at least 6d a-day whilst wearing plain clothes for the wear and tear.

9501 What is the next point?—That when men are sent on temporary duty from their own permanent station they should be allowed half the nightly allowance for the first thirty nights, as officers are.

9502 *Mr. Harrel*.—At present they are allowed 6d a-night for seven nights?—Yes; but we require half the allowance, 2s. 3d a-night, for the first thirty nights.

9503 *Chairman*.—You say the officers are allowed on that scale?—I am told so.

9504 *Mr. Harrel*.—You contemplate the case of a man who goes on temporary transfer from barracks accommodation to barracks accommodation?—Yes.

9505 The case would not be analogous to that of an officer, who receives no barracks accommodation, but has lodgings or a house, which he cannot give up for a mere absence of six weeks, and whose circumstances are such as would oblige him to take temporary lodging, or a house, where he goes?—The policeman may be a married man, and the result is that he has to keep two houses and two messes.

9506 But still if removed temporarily he will get the barracks accommodation?—Yes; but it will never cover the expense. He has his wife and family in the barracks or in lodgings, while he is expecting from day to day to be called back.

9507 Is there any additional expense thrown on a man by finding himself in a new barracks for twenty or thirty nights?—There is surely some little expense when a man goes to a strange place.

9508 Tell me what kind of incidental expenses would arise that would justify giving him an allowance?—He will not bring anything in the way of messing utensils, and he may be obliged to purchase them. There are other little private matters that he is not allowed by the rules of the service. When he goes to a strange place he is put to some little expense.

9509 Go on to the next matter?—With regard to removing the children of married men from barracks at the age of 14½ years; they would be safer in the home with him.

9510 Would not it be a man's duty, considering the desirability of making the barracks accommodate as many married men as possible, to see that his daughters should earn for themselves, and go out?—As a general rule they do; but the age is too tender, and it is the most delicate time of a girl's life. It would be a hardship on them, and dangerous too.

Sub-Constable PATRICK COCHRAN, examined.

Sub-Constable
P. Cochran,
—
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9511. *Chairman.*—You represent the sub-constables of the County Dublin?—Yes.

9512. How long have you been stationed in the County Dublin?—Five years.

9513. How long have you been in the force?—I have been eleven years in the force, including six in the County Antrim.

9514. Take the things in the order you consider important. What is the first matter?—Pay. We receive equally with other police forces—the London or Dublin police.

9515. You heard me say to the constable that the county forces in England are not paid at the same rate as the town forces in England?—Yes.

9516. It will be necessary to bear in mind all these things, and that in ordinary times in this country you have not such hard work to do as you had for the last two or three years?—No; but we had a great lot of important duties to perform, such as making out Returns.

9517. Are you a married man?—I am.

9518. Have you found that this time of disturbance we have gone through has increased the cost of living for unmarried men?—I would say it has.

9519. How?—When out on duty people in towns know we must pay, and they charge us extra.

9520. Therefore, owing to the amount of duty outside your own county that the Dublin Constabulary has done, this time has told on your pockets?—Yes.

9521. But going back to the time before this period, a sub-constable was able to save a little money, if unmarried?—Ah odd one might; but he would have to be very particular.

9522. Take an unmarried sub-constable with 62l a-year, was not he able to save money?—Yes; he would be able to save something, at all events.

9523. But if he took anything extra for breakfast beyond the ordinary mess, or if he was in the habit of taking a pint or two of beer, it would lessen it very much?—Some could save money; but they are very few exceptions who could save at all.

9524. What do you think the difference between 52l and 62l goes in in the case of an unmarried constable?—If he went on leave, he would have to spend some money and buy a suit of clothes and several other things.

9525. But a suit of clothes would be bought by a man with 52l as well as by the man with a larger income. You being a married man, these things have probably passed out of your memory. Deal with the next matter?—The next is pensions. We ask half-pay at fifteen years' service, and one-thirtieth for every year afterwards, and optional retirement at twenty-five, and compulsory retirement at thirty years' service.

9526. Are you aware that about two-thirds of the pay at twenty-eight years' service is the highest pension in the London police?—I am not.

9527. *Mr. Harrel.*—And that is the highest proportion of pension to pay granted to any police force in the three kingdoms, with the exception of the members of the Irish Constabulary and the Dublin metropolitan police who joined prior to 1896?—But the London police, when retiring, are always able to get some situation or another, which the Constabulary men cannot get.

9528. *Chairman.*—It is easier in the large towns to get situations than in the country?—Yes; because a man becomes acquainted with merchants and others.

9529. Go to the next subject?—We ask that unfavourable records be done away with after two years' good conduct, and not to affect a man's pension at all.

9530. I see you put this matter next to pay and pension. Am I to gather from that that the more consider it very important?—Yes. Again, we ask that county inspectors should have no power to fine summarily. Let a man be reported, and given an opportunity to admit or deny the charge.

9531. You would not have every case of that kind go to the Inspector-General?—No. I would say a man for committing a small breach of discipline, or something like that, ought to be punished by making him do extra duty or patrol.

9532. You would leave power of that kind in the hands of the county inspectors?—Yes. The county inspector may fine a man twice for very trivial things, and the fines would then count as an unfavourable record.

9533. But if unfavourable records lost their present evil effects that would not be felt so severely?—It would not.

9534. *Mr. Harrel.*—You have suggested that instead of fines extra duty should be imposed on a man?—I mean an extra patrol, or something of that kind.

9535. Do you not think that that would be admitting a very dangerous principle as regards punishments in a force the men of which are supposed to devote all their energies to the performance of actual duty?—Yes.

9536. Do you not think that the punishment of an individual in that way might tend to make patrols of no benefit to the public?—In any case, we have a certain number of patrols to perform which must be performed.

9537. If there was an extra one imposed to punish a man, would it not be carrying out a patrol with a view of punishing, and not for the benefit of the public?—No, only to send a man out of his turn. I would make him do one of the ordinary patrols out of his turn.

9538. *Chairman.*—Pass to the next matter?—There should be no stoppages made out of the pay of the non-effective men when sick after twenty days; because men are often sent to hospital out of the lists. There was a man I know who was sent to hospital out of a hut, and he resumed duty before he was able, with the result that he got sick again, and had to go home. It was very hard on him.

9539. Proceed to the next subject?—That all promotions be from the ranks and by seniority. Take the acting constables from all the senior sub-constables eligible to compete for promotion. The examination papers should be sealed and sent down with Commissioners appointed to examine all the senior men assembled. In the case of two candidates of equal merit, one of whom had an unfavourable record, I would give the preference to the man who had none; I would keep a man with an unfavourable record back a year.

9540. Would you have that applicable with regard to the period of time that elapsed after making the record?—At all events two years.

9541. That would apply within two years after obtaining the unfavourable record?—A man should be two years before being clear, and for each record against him before he should be kept back a year as between himself and a man who had none at all.

9542. Your idea is that, without regard to the period of time, so far as promotion is concerned, the records should continue to tell, each record counting as a year's service?—Yes. The men believe that if promotion was carried on in this way there would be no suspicion of any unfairness arising from religion or any other cause.

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9543. *Mr. Harrel*.—Of course, notwithstanding a man's senility, and also his capacity, as shown by his undergoing an examination on written sealed papers, there are other essentials to qualify him for the higher ranks, such as technical professional knowledge, and also good physique and perseverance and steadiness in the discharge of his duty?—No doubt; but I think a man of education would be the best for the promotion.

9544. Would you throw aside, then, the three considerations I have mentioned—technical or professional knowledge, physique, and the efficient performance of police duties during the time he has been in the service?—If a man gets records.

9545. A record speaks for itself, but you know there is many a good policeman who has never succeeded in getting a record?—Yes.

9546. There is many a man who has done his duty honestly, perseveringly, and with judgment who has never got a record. Would you not say that that ought to be considered as an ingredient?—Yes.

9547. How would you ascertain his fitness upon those three points?—As far as professional knowledge goes, he might be examined by certain questions being put forward also.

9548. Do you mean on paper?—On paper.

9549. Surely you would say that the fact of his having been a good servant to the public in the capacity in which he found himself ought to be a strong argument for advancing him in that particular service?—He gets his chance of promotion if he passes, and if not educated for the position he ought not to be placed in it at all, he has ever so good. Men are more satisfied with men of education over them than ignorant men.

9550. Might it not be the case that a man of education might have for years not neglected his duties, but omitted to perform them as a zealous policeman should?—That might be.

9551. Is it not a complaint in the force that men have occasionally advanced themselves by doing no more duty than they could help, and studying their books, while other good duty policemen, who did not devote so much time to study and so forth, have been left behind and not advanced?—That is a fact. But I do not know how that could be properly remedied at all; because the men have not confidence in general in the recommendation of the county inspectors and some of the officers.

9552. But you see the difficulty I present to you?—I know it is very hard. It is thought by a great many that some private influence is brought to bear. We know there are a great many good duty men who are not promoted under the present circumstances.

9553. *Chairman*.—What kind of influence do the men think is brought to bear?—I often heard them talking of men even buying fowl, and pretending they got a present from the country, and then making a present of the fowl to the officer. I have heard of it in that way.

9554. *Mr. Harrel*.—Is that more than mere waste?—I believe it is a fact myself. I knew of one instance of it.

9555. Is it an instance within your knowledge?—Yes. I know the man was promoted at all events.

9556. *Chairman*.—And you knew he made the present?—Yes. I would not say altogether it was for that he was promoted.

9557. Go to the next point, please?—The next is an allowance to married men of at least 12l. a-year for lodgings.

9558. How long were you in the force when you were married?—Nine years; I am married two years.

9559. If there was anything in the shape of an allowance given, would it have the effect of inducing men to marry at the end of seven years?—I have no doubt it would. There are many men who would get married only for having to pay for lodgings and everything else. When I was married I was in

Bray, and for a very small room I had to pay 5s. a-week.

9560. Do you not think that if anything was done to give the allowance at the end of ten years it would go a long way to remedy the state of things?—Anything at all would be better than the present state of things. If an allowance were made to the men, the county inspectors would likely be putting them into barracks to save expense, and sticking them into small little holes of rooms. So I would have it that anybody compelled to be in barracks should have two rooms. There would be a great many disputes, and it would be necessary a married man should have a room to cook in for himself.

9561. *Mr. Harrel*.—Does the regulations at present prevent him to cook in his apartment?—Yes; but I am saying, if the allowance were made, the men might be put into little rooms in the barracks, which would not be proper accommodation for them at all.

9562. *Chairman*.—Pass to the next subject?—We would ask that a man would get a day's leave each month.

9563. You mean that he should get a day's leave regularly each month?—Yes. Each man would have a day's leave, and let the man in charge himself take it, because he might be 10 or 15 miles away from the office. We would also ask that the leave under the Code, a month in the year, be compulsory on the county inspector to grant it to the men.

9564. In all cases?—If he was required. In one county a man can get leave every year, and in another he cannot get it but every three or four years.

9565. Does that arise from the different systems adopted by different county inspectors?—Yes. When I was in Bray I applied for a month's leave, which was granted by the Wicklow county inspector; but I saw other men in Dublin who were just as much entitled as I was, and when they applied they would only get four days or ten.

9566. Pass to the next matter?—That there be an allowance of 2l. 10s. a-year for boots, and that the county inspectors or officers, when inspecting should not interfere with the pattern.

9567. Interfere with the pattern of the boots?—Yes. You may go into a shop and not get a suitable pattern boot to fit you, while you might get another pattern with toe-caps, or laced boots, and if you bought those you could not wear them on parade in some places. Some of the county inspectors interfere and others do not. I have been stationed with five.

9568. Go to the next matter?—That 1l. a-month be allowed for fuel.

9569. When you make that suggestion, do you mean there should be enough provided by the Government for cooking as well as for guard-room purposes?—Yes. The majority of the men propose that there should be 1l. a-month allowed for the cleaning of the barracks. There are some small stations where there would be only one or two single men, and they have to pay as much to the woman to clean the barracks as nine or ten would.

9570. *Mr. Harrel*.—That is from the fact of there being only one or two men at a station, and increased expense arises from the circumstance that there are a great many married men there?—Some of the stations in the County Dublin are very small in any case. Some have only three men and a constable.

9571. But I take it where there are only two single men in a station that that is attributable usually to there being married men at the station?—Yes.

9572. And married men with accommodation in barracks, too?—Some, perhaps. Others might be accommodated outside.

9573. Then the large number of married men at a station bears hardly on the single men in this respect?—Yes.

9574. Do the wives of the sub-constables in any of the stations cook and wash for the men at all?—I know of one instance.

Sub-Com-
missioner
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9575. Is that found to work with economy to the men, and also to be of some advantage to the married woman?—Yes; I was at the station myself, and the arrangement acted very well.

9576. You think the principle is not a bad one?—It is not. There is trouble with some men. As long as a certain class of men might be together they would be suited, and everything would go on very well; but I would not like to have my own wife cooking.

9577. Would it not enable her to keep a servant to do the rough work?—Some men are very disagreeable. I found it made men occasionally find fault about things not being kept so clean, and so on; it often causes a great lot of disturbance.

9578. Chairman.—Proceed to the next point?—The men are employed a great deal lately on plain clothes duty, and they would not be 1s. 6d. a-day for the time they are there.

9579. Is not 1s. 6d. a-day a good deal?—Well, it is all I intended to ask myself, but others go in for 1s. 6d.

9580. Mr. Holmes.—Supposing you were required to wear plain clothes every day in the year, that demand of yours would come to 27l. 7s. 6d. Would not that be a very large allowance in the year for plain clothes?—It would; but suppose you were only employed a few days a-week or a month or a night lying in a ditch watching a house it would injure the clothes. A night's wear would injure them more than walking about in the daytime for a month.

9581. How many suits of clothes do the men of the County Dublin get through in the year who are required to wear them very often?—I am not acquainted with any of them who are employed constantly; but I think about two suits, at all events.

9582. Do you mean to say that they absolutely wear out two suits in the year?—Yes; I think they would want two suits.

9583. Even taking that estimate, and putting down 4l. 10s. for each suit, that would only come to 9l., and that is a great deal less than your estimate?—But I do not mean the allowance continuously, but for actual days or nights' wear.

9584. Chairman.—Go on with the next topic, please?—In the "Hiss and Cry" we have a lot of descriptions to get off; I often had twenty-nine myself, and if the county inspector or officer examined you, and you missed the colour of a man's eye, you would be liable to punishment. There is no policeman on for doing his duty but will get off the descriptions of those he is likely to arrest, and, besides, he will be rewarded with 1l. All the descriptions are got off by heart, not for the purpose of arrests, but to pass the examination.

9585. Mr. Harrel.—You spoke of twenty-nine descriptions?—We have all in the G Division and the adjoining counties to get off.

9586. Is not it limited to the county you are serving in and the adjoining counties?—Yes; and there are in the G Division all those counties.

9587. You talk of punishment. Did you ever know of a man being punished?—I heard of a constable having been fined 1s. last month.

9588. Chairman.—Was that a case where he displayed perfect neglect in the matter?—I could not say; I only just heard it.

9589. What is the next matter?—In some counties they are very particular as to the making up of the uniforms, and in others they are not; for instance, if you were one-eighth of an inch out of the way in the collar or the head of the cuffs, there should be an attention, and that costs a couple of shillings.

9590. What remedy do you propose?—That any thing near the thing should do.

9591. Mr. Harrel.—Is not there a sealed pattern?—Yes.

9592. And has not every man an opportunity of showing to the tailor the sealed pattern?—Yes.

9593. Suppose it was in accordance with the sealed pattern, would you be required to change it, if it was a fair fit?—If it wanted anything in these measurements you would.

9594. If it was made in accordance with the sealed pattern, and fitted you fairly, would you be required to alter it?—No.

9595. Then, in point of fact, it is because tailors are careless in following the sealed pattern that they have occasionally to make alterations?—It is.

9596. When a thing is called uniform does not it mean that each garment should be alike?—Yes; but suppose the collar of my tunic had a short neck and that of another man a long neck, every collar in the County Dublin must be of the same height, except the head constable's collar, which must be 2 inches high. I got my clothing made in Leitrim, and passed there; but when I came to Dublin I had to get new collars, the height being 1 inch in Leitrim and 1½ inch here.

9597. Chairman.—Pass to the next subject, please?—We require that the officers be sworn on Courts of Inquiry, that the press be admitted, and legal aid allowed to examine witnesses and address the Court.

9598. Suppose now that punishment in the force did not bring with it the very serious consequences it does at present; that it was made more like the system of punishment in the English force, which in many respects is not so hard on the men; would the men then be so very anxious for a change of the system of Courts of Inquiry?—I do not think they would, but still they would have more confidence if the officers were sworn.

9599. But a great deal of this arises from the terror they have of the consequences of punishment?—Precisely.

9600. Go on to the next argument?—That a man should not be held accountable for the acts of a janitor.

9601. Pass to the next?—Then I have about Stevens' Hospital the same as the constable has stated. Let the Catholic members be sent to some other hospital where a chaplain is attached.

9602. Where there is a provision made for religious ministrations?—Yes.

9603. Is there anything else?—We ask an increase in the allowance for making up clothing.

9604. Mr. Harrel.—Do you agree with the constable?—Yes.

9605. Chairman.—Is there anything else?—Some were saying the barrack orderly should not have to wear a sword, but a belt.

9606. Mr. Harrel.—Was there any general expression of opinion on the part of the men?—They were all for doing away with the sword, but simply to wear the belt, or something else.

9607. What do you mean by something else?—The belt or a badge to show the man on duty as barrack orderly. The sword is pretty heavy by a man's side all day.

9608. Of course, you must contemplate what may occur in discharging that duty in different places. Supposing in an isolated country station, with all the men out of barracks, do you not think the orderly should have his sword?—Yes; I had to wear a revolver on guard myself in the King's County, on temporary duty. It would be very necessary to have something. I do not want to press this at all. There is nothing else I have to mention.

Constable WILLIAM MCCLINTOCK, examined.

9009. *Chairman*.—How long have you served in Tipperary?—Since the 15th December, 1876.

9010. In what part of Tipperary?—Newport, near Limerick.

9011. How long have you been in the force?—Fourteen years on the 16th March next.

9012. What is the first matter you wish to mention?—The first I wish to mention is this, that we consider our present pay altogether insufficient. The reasons that I would put forward why we consider it insufficient are the increased cost of provisions and the enormous duty that we have to perform, and we think we should be remunerated in accordance with the duties we have to perform. These are the two grounds on which we rest our claim to increased pay. We would suggest to the Committee that anything less than 1s. a-day for all ranks in the force would not adequately remunerate us. It would not put us on a footing with the police of England and Scotland, or even with the Dublin metropolitan police.

9013. When you speak of the police of England and Scotland, have you looked into the rates of pay of the rural police in England?—Yes. I have seen by the evidence given at the last Commission here that the rate of pay I am drawing at present is not up to what the police in England had at that time, taking the rural police, and keeping away from London altogether.

9014. Take the county police. Can you mention any county the pay of whose police you have compared with your own?—Lancashire, and the town of Manchester.

9015. Do you know with regard to the Lancashire police, although they are, to a large extent, a rural police, that they also do duty in a very large number of important towns?—I am aware of that.

9016. So that to some extent they would hardly correspond to a portion of the Irish Constabulary doing rural duty?—If there is anything in it, they have the advantage in this way, that wherever they are sent there they remain, while I have thirty-two counties in Ireland for duty, and I have been sent from Tipperary to the County Mayo. When leaving Tipperary on the 22nd June, 1880, I took 15s.; I went down to the County Mayo and spent a year there, and before I returned I had to borrow money from a constable of the North Riding of Tipperary.

9017. Is not that a state of things that could only arise in very troubled times?—Only the trouble was in it, I would not have been sent at all to Mayo.

9018. When quiet times comes back such risks will be very much diminished—that is the risk of being sent away to a remote place to do duty?—If the country resumes its ordinary state, very likely that would be an exceptional thing.

9019. Have you at all taken a county like Devonshire or Warwickshire, and compared the rates of pay there with yours?—I have not.

9020. We will go very carefully into all that. You may go on with the next argument on the subject?—I may remark that there is no man of my rank, as far as I could find out, drawing the same salary that I am; I have not as much as a private in London.

9021. What is your pay?—25s. a-week, minus 1s. per cent for the Constabulary Force Fund.

9022. Mr. Harrel.—You are now comparing yourself with the London police?—Yes, with the rank of sergeant in that force; I held the rank of constable.

9023. Your rank of constable of the Royal Irish Constabulary is similar to that of sergeant of other police forces?—Yes.

9024. You say the inquiries, so far as you have gone, have not resulted in your finding any sergeant of the English force drawing as little as you do?—They do not. In London they draw 2l. a-week. I quote London, Manchester, and Birmingham, according to the pay they had ten years ago when the Commission of 1872 sat. It is from the Report of that Commission I got the information.

9025. That is placing yourselves on a level with the police forces of large towns, and not of rural districts?—I could not place myself on a footing with any other class; because it is from men in those large towns the evidence was taken.

9026. Then you are not aware that there are forces in England, not only as rural districts, but boroughs, in which the pay of sergeants is less than yours?—I could hardly think that that could possibly be.

9027. You do not know?—I do not.

9028. And that, in addition to the fact that their pay is less, they have to pay for their lodging?—I never heard it.

9029. *Chairman*.—Here I find first-class sergeant, 99l. 1s. 6d.; second-class, 93l. 17s. 2d.; third-class, 88l. 12s. 1d. These are the rates in the London metropolitan police. Out of that pay there is a deduction, I think 1s. a-week, in the case of single men?—Yes.

9030. Mr. Holmes.—You state that even if an increase of 1s. a-day were given to the Constabulary it would not put them in as good a position as the men of the Dublin metropolitan police force or the London. Are you aware that that increase would give a sub-constable, when he left the depot, 27s. a-week?—It would.

9031. Are you aware that the pay of a fourth-class constable in Dublin is only 23s. a-week?—That is immediately after they join.

9032. It is not, but he remains for some time in that rank, and that would give him 4s. a-week less than you propose to give a sub-constable after he has left the depot to join his station. Do you not see that?—A sub-constable in our force has 52l. a-year after he has six months' service.

9033. Add 1s. a-day to that?—That would give him 79l. a-year.

9034. Will it not give him 27s. a-week?—It will.

9035. *Chairman*.—Go to the next topic, unless there is anything more connected with pay?—I cannot mention anything more in connection with pay than the two grounds on which we formed our claim for it.

9036. Are you married?—I am.

9037. Before you married, and before this troubled time, were you able, as an unmarried man, to earn some money from time to time?—Yes; I could save some money, but you could only call it money.

9038. What do you mean by that?—It might be only 10s. or 15s. a-month.

9039. Mr. Holmes.—You said now when ordered to Mayo you had 15s. saved?—Yes.

9040. Within what period of time did you save that money?—It was actually what money I had in my box.

9041. Within what time did you save it?—I could not indeed say.

9042. Did it represent the amount of your savings after you joined the force?—It did not, but I might say for eighteen months or two years.

9043. How much did you receive under the recent grant?—18l. 4s. I lost 15l., and more money I borrowed from a constable.

9044. Did the amount you received cover your expenses, or are you still out of pocket?—I am more

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M'Clintock.
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than three times that out of pocket. If I was at home I might have spent more too, but when I went to Mayo I spent all.

9645. What you mean is that in Mayo you were quite unable to save, and you were obliged to eat into your savings, and to borrow in addition?—Yes.

9646. *Chairman*.—May I ask how long have you been married?—I got married on the 24th January last.

9647. Do you live in barracks?—I do not.

9648. *Mr. Harrel*.—You were married when you were in Mayo?—I was not, I was sent, I dare say, because I was a single man. I was not first for the duty, for I had been on duty three or four times before that, and it was not my turn.

9649. What part of Mayo were you in?—I was in Westport, in Clonsilla, in Lough hut, and in different parts on process-serving duty and the like of that.

9650. *Chairman*.—What is the next matter?—The next in importance is pensions. I may say in the beginning that there is a rumour abroad that there is nothing to be done at all about pensions, and that the Committee would take no evidence upon it. In connection with that, I wish to mention that the men who joined since the 10th August, 1866, look on pensions as the second grievance, and it is questionable whether it is not the first.

9651. You see we are going to listen to you. With regard to that rumour, there is no foundation whatever; we have listened and will listen to the evidence, and get what information we can to form a judgment?—We claim equalisation of pensions, that all members of the force should be on the same scale, viz., one-half pay as pension at fifteen years' service, and one-third for every year afterwards up to thirty, and full pay at thirty for whatever rank held at that time, that it be optional to retire at twenty-five, and compulsory at thirty; the increased pay granted not to be counted in the pensions, but let the pensions be granted according to the rates of pay now in force in all ranks. At the present time, any man who joined since the 10th August, 1866, is entitled to fifteen-fifths, and one-fifth is to be added every year up to thirty, and at the completion of thirty years' service he is entitled to thirty-fifths, or three-fifths, of his pay. The men who joined before the 10th August, 1866, are entitled to half at fifteen years' service; to two-thirds at twenty; three-fourths at twenty-five, and to the full pay at thirty.

9652. *Mr. Holmes*.—Then it appears you are not satisfied even with the old Pension Act; you would like to see that amended?—Yes; the men who joined before the 10th August, 1866, consider it a great hardship that they should serve a period anything short of five years without having anything at all added to their pensions; for instance, a man retiring through ill-health at nineteen years and ten months' service would only be pensioned off with fifteen years' pension.

9653. Do you not think he will be extremely fortunate to get one-half of his pay as pension after so short a service as nineteen years?—I do not, considering the terrible duties the police have to perform.

9654. Do you not think that a man retiring at twenty-four years' service, and getting two-thirds of his pay as pension, would be very fortunate?—I do not, and there is not a policeman in the service would consider himself so.

9655. Are you aware the members of the London metropolitan police force are only entitled to two-thirds of their pay?—I know the London police force draw far higher pay than we do, and we consider we are not entitled to receive it. We have more onerous and laborious duties to perform throughout Ireland than they have. They have the same duties every day, and regular hours.

9656. Are you aware there is no uniform pay for the police in England?—Yes.

9657. Are you aware the pay varies in counties, according to the cost of living and the rates of wages?—I am.

9658. Why do you consider the police in this country should be paid the same rate as in the city of London, the capital of the commercial world?—Because they have agent facilities of getting cheap provisions as we have in the rural districts in Ireland, and they do get them, as a positive fact, which can easily be demonstrated. The people bring in butter, potatoes, and eggs, and will not give them to me unless I pay more than the hucksters of the town.

9659. Are you aware that the Judges in Ireland are paid very much less than the Judges in England?—I do not know anything about the Judges; I know the police are paid less here than in England.

9660. Are you aware that all classes of civil servants in Ireland are paid less than the same classes of civil servants in England?—They complain very frequently about it in the public press; it is not right simply because a man is an Irishman he should not be paid as well as an Englishman performing similar duties.

9661. Are you aware that the emoluments of professional men in Ireland are very much less than the emoluments of similar professional men in England?—I am not aware of it, but if it is so, I do not consider it just.

9662. But surely you do not think that a doctor or a barrister in Dublin is treated unjustly because his income happens to be less than the income of a doctor or a barrister in London?—Yes, if he is paid by Government.

9663. He is not paid by Government, but by the public. You are aware that professional men are paid by the public, and not by the Government, and that their incomes depend on the patronage of the public, and if it should so happen that the incomes of professional men in Dublin are less than the incomes of professional men in London, why it is clearly the result of there being more business in London than Dublin?—It is clearly the result at there not being as much patronage in Dublin as in London.

9664. Do you not think that the salary which professional men should receive, for instance, which Judges receive, should bear some relation to the incomes which barristers are making. That is to say, if a barrister in London is making 10,000 a-year, and a barrister in Dublin is only making 2,000 a-year, the salary of the London Judge ought to be higher in proportion than the salary of the Dublin Judge?—That is a thing over which the Government have no control; it depends on the patronage of the public.

9665. I am talking of the Judges. Do you not think the Government are justified in fixing the salaries in the two countries having regard to the professional incomes made by the members of the Bar in both countries?—I do not know much about Judges; I could hardly give an opinion on that point.

9666. I am only making these observations in order that you may see that the salaries paid by Government to individuals in England and in Ireland depend altogether upon the income which those individuals are making—be their income derived from wages, or be it derived from fees paid by the public?—That would not make it just. If the Government make a distinction between the payment of those in England and those in Ireland, that would not make it just. The Irish Judge may have as good a complaint at not being put on an equal footing with the English as I have in the case of the police. He is sure to have enough to live on in any case.

9667. *Mr. Harrel*.—Were you ever satisfied with the pay since you joined the service?—Yes. After we got the rise in 1872 I found at that time I could save a little money, and I was pretty well satisfied.

but that was immediately after the rise. I find that since 1872 provisions and everything else have gone up enormously. In fact, three years ago we used to buy meat from a Mr. Longbottom at Limerick at 4½d. per lb.; but two or three days ago I made inquiries, and found that it was selling in Newport at 10d. per lb.

9668. Suppose you had gone into Limerick, do you think Longbottom would charge you 10d. ?—He would charge 9d.

9669. That is one item ?—I go to potatoes now; I paid 8s. a stone on the 10th August.

9670. What did you pay for them last year ?—I could not exactly say.

9671. Were you in Mayo ?—No. Last year I paid 6d.; it was a plentiful year, and the potatoes were at from 5d. to 6d. a stone.

9672. Is not it a fact that for the last seven or eight years, according to the plentifulness of the crop, potatoes have varied in price and been sold at 4d. and 5d., and sometimes at 10d., 11d., and even 1s. per stone ?—Yes. Last year potatoes were cheaper than I have seen them for a long time. There was an abundant crop in consequence of the champion seed potatoes planted throughout the country.

9673. What other article of provision is dearer than it has been, on an average, for the last seven or eight years ?—If you allow me, I have drawn up a document, and will put it in evidence, showing the expenditure of a married policeman with a wife and four children.

9674. Chairman.—You have handed in a Return showing the estimated cost of constabulary life according to your experience ?—Yes.

9675. It deals first with the case of a married man with a wife and four children. On an average, at what time of a man's service is he likely to find himself with a wife and four children; you would not expect to find him in that condition before fifteen years' service ?—I was just going to say fifteen as the average. Some may be in that condition sooner.

9676. The cost of living per day, including the rent of his lodgings, if he happens not to be accommodated in barracks, you put down as 5s. 1½d., and the items comprise 1½ lbs. of beef, 2 oz. of tea, 3 eggs, 2d. for vegetables, 3½d. for beer-money, and 6d. for fuel ?—These are the items consumed daily by a man, his wife, and four children. Of course the two youngest will not be eating much meat.

9677. But that is a fair scale of diet ?—I consider it fair for the six people.

9678. Ample ?—I consider it fair.

9679. That would make 7l. 13s. 1d. a-month, or 9l. 17s. 6d. a-year ?—Yes, minus necessities.

9680. Then I see you have down expenses of necessities, which you say for one year would be 18l. 9s. 6d., that is to say, for clothing for your family and the articles of clothing which you are compelled to supply yourself. There are also newspapers, tobacco, brushes, a foreign cap, &c. &c. ?—Yes.

9681. There are of course lots of men, as you said, in the force with a wife and four children ?—Numbers.

9682. They are alive, and they appear to be fairly fed. Now is it that they manage to expend this 110l. a-year; or how can they manage to live on the scale of pay ?—They do not expend it.

9683. They live under it ?—They do; but that is what is necessary to enable them to live on moderate rates.

9684. Most men marrying in the force get some money with their wives ?—Some of them may.

9685. As a rule, they marry a respectable class of girls ?—It is one man out of a dozen who would get a fortune. Respectable people will have very little to say to the police.

9686. But before this disturbance took place ?—They married their own class according as they possibly could.

9687. How far below this scale, estimating it by money, do men live ?—If possible, they strive to

live within their pay. Numbers of them are not able to do that, and if they do get fortunes with their wives, or have any money saved, they are obliged to spend it. Some of them get into debt, and are transferred. Where they go into debt they are reported.

9688. Constables with 72s. a-year are married, and living on their pay ?—I know numbers of them that are married and with families; but how they are living I cannot tell.

9689. They remain in the force ?—They do.

9690. Would not it be discovered if they got into debt; would not it become a notorious matter ?—So it is; but it does not come out until a man is transferred on account of being in debt.

9691. Does it often happen that a man is transferred on account of being in debt ?—No; because it hardly ever comes out whilst the man is at the station. The local shopkeepers rarely say anything about it until he is transferred; but he is not transferred in consequence of that. It is after he is transferred the shopkeepers apply for the money. Then they report it to the county inspector, who threatens the man that if he does not clear off his debts so and so will be done. I have had experience of this as county inspector's clerk myself. The correspondence went through my hands.

9692. Mr. Harvel.—Where ?—I was assistant county inspector's clerk at Nenagh, in the North Riding, and I was county inspector's clerk at Wicklow afterwards.

9693. Were you examined for promotion ?—I was never examined for promotion; I was promoted without any examination.

9694. You left the office of your own accord ?—It was not agreeing with my health, and I gave it up.

9695. I come to the next table I wish to deal with, showing the cost of a single man's living, which you put down at 2s. 4½d. a-day for articles required for the day; that is to say, fuel, food, and so on ?—Yes.

9696. That is 42l. 7s. 6d. a-year; and then you put down a corresponding table of necessities, including clothes, newspapers, tobacco, and some of those things which you have to wear in the discharge of your duty, such as muffs, and an additional foreign cap, making 7l. 4s. 6d., which would bring up the expenditure of the year to 49l. 12s. ?—That is it.

9697. According to that, then, there would be some margin in the hands of a single man of the lowest grade ?—Yes, 3l. or 4l. a-year. That is all he would have to put in his pocket after giving himself justice.

9698. Do you think 5l. 5s. a-year is a fair calculation for beer ?—That will give him only one pint of ale in the day. It will not affect the total one way or another. It will be only 3½d. in the day for beer. It is not absolutely necessary that he should get it.

9699. Do you not think, after all, that it is rather high to compute a man's beer money as one-fourth part of his expenditure ?—It is a necessary expenditure. A man eating his dinner and going on heavy duty, the least he could have is a pint of ale. The men told me to say they did not much mind about the pint of ale, but they consider it a necessary expenditure. Even the newspaper money calculated is only a weekly newspaper. If a man writes a letter at all the expenditure will be 1s. a-month.

9700. You put down 3s. 9d. per month for tobacco ?—Yes.

9701. Tobacco and beer come to 7l. 10s. in the year ?—It is expended.

9702. Mr. Holmes.—Before we leave the question of the cost of living, are you aware that according to contract prices, which we have got from the Commissariat Department in Dublin, the cost of nearly every article of food, including coffee, bread, beef, mutton, oatmeal, potatoes, and sugar, is less in 1882 than in 1874 ?—I am not aware of that. I know that is not the case in Newport.

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9700. Those prices have been obtained from nearly every military station in Ireland?—If such is the fact, it would not change the matter, because we cannot get our food and supplies from military contractors.

9704. Quite true. The reason I ask you is that the contract prices being so very much lower than in 1873, how is it the market prices are higher?—I only tell you what they are. We think it a very miserable thing that a policeman should serve a whole year and save only 3*l.* or 4*l.*, whereas if he goes to America or Australia he will have 20*l.* or 30*l.*

9706. His inability to save would only apply to the time he has 32*l.*?—The additional increase of pay is not very large at all. Of course, it would enable him to save more the more pay he has.

9706. You mentioned that if a man went to America or Australia he might save 20*l.* or 30*l.*?—Yes, and sometimes 40*l.*

9707. You do not go the length of saying that because a bootmaker in America might earn 5*l.* a week, a bootmaker here ought to earn the same—that is, to have the prices here regulated by the prices in America?—I do not go so far as that, but I see men of the same class that join the police go to America, and send home lumps of money, 20*l.* and 30*l.*, while I cannot save a copper. Look at the pay in Australia, 10*l.* a day, and all found.

9708. Have you ever taken the trouble to inquire how many have gone to America and Australia and failed to make anything?—I have never made inquiries or ascertained as to the number of men who went to America and failed; but I have heard frequent reports of men who have gone to America, of the same standing as policemen, and have got on very well, able to save money, what we cannot do.

9709. Is it not the case that, notwithstanding the great attractions held out in America and Australia, that a great number of men in this country are anxious to join the police?—They are, but what sort of a class are getting into the police of Ireland now? The class joining the force now are not as good as in former years.

9710. Chairman.—In what respect are they inferior?—In physical appearance and mental ability.

9711. Do they come from a less educated class?—They come from the lower order of servants, and not, as the force was formerly recruited, from small farmers' sons.

9712. Do you now speak of recruits who come from the depot to Tipperary, or of the men whom you see going from Tipperary?—Both. I have experience in both respects. I see them coming to the barracks to join, and I see them afterwards as recruits.

9713. Do you say that in Tipperary the men joining are of a very inferior class?—I do positively, from my own knowledge.

9714. Go on to the next subject, please?—The next subject that we consider of importance is that all married men not accommodated in barracks should receive 10*l.* per annum as lodging and fuel allowance. A married soldier has 6*l.* per day for lodging and fuel. The most-guard has a house built for him by the Government. Our own officers get an allowance also for home-rent.

9715. Do your own officers get a special allowance if they are married?—They get the same allowance, whether married or single.

9716. Mr. Harrel.—Is not that in lieu of barrack accommodation?—Yes.

9717. Chairman.—Are there many cases where the sub-inspector lives in barracks?—There are some cases.

9718. In those cases where the sub-inspector does live in barracks, will he be always allowed to bring his wife there if he chooses to do so?—Yes.

9719. Mr. Harrel.—Is not the privilege accorded to him in consequence of his superior rank in the service, better quarters are given to him which admit

of his bringing his wife into them?—Undoubtedly he gets better quarters, and he is entitled.

9720. Is not that because of his superior rank?—Yes; the higher the rank, the better the accommodation.

9721. Is not it a fact that the head constable is entitled to two rooms in the barrack, and, whether married or single, he has the two rooms?—A married head constable is entitled to two rooms; a single head constable to one room.

9722. Are you speaking authoritatively on the matter?—I am, to the best of my recollection. I know it is in the barrack regulations as to the married head constable. I think that he is entitled to two rooms, whether married or single.

9723. And that is also on account of his rank?—I cannot say what it is on account of; I rather believe it is in consequence of his rank.

9724. And, again, a constable in charge of a station, if the accommodation can be possibly granted consistently with the comfort of the men, always has two rooms; but in every instance he has one?—That is a fact.

9725. Is not that also on account of his rank?—No. If he is a constable he may have one room, and a married sub-constable may have two.

9726. But, consistently with the accommodation afforded in the barrack, does not the constable in charge, if it can possibly be given to him, always have one of the rooms?—He has.

9727. And has not he, if the accommodation affords it, a second room?—He has the rooms the married men do not require.

9728. Then, in point of fact, the accommodation does go by the rank?—Not if he is not married. If a constable is a single man, he will have but one room. If there is a sub-constable in the barrack, he may get three rooms, and the single constable have but one room.

9729. If the constable was married, would the sub-constable be allowed the three rooms?—He would not, because the man in charge would take precedence.

9730. Chairman.—Go on to the next subject, please?—That disposes of all our financial claims. The next point is promotion. I am giving the points in the order in which they pass upon the men. At a meeting of the head constables and constables of the North Riding of Tipperary on the 1st of this month, they agreed to this: "That all promotion be from the ranks to the rank of county inspector, according to seniority, merit, and qualifications. That the programme of the examination for each rank be published in all barracks; and when a vacancy or vacancies occur in any county, the county inspector to furnish lists of the senior men according to the vacancies to be filled up, whether acting constables, constables, or head constables, to the Inspector-General, who will at once forward the necessary number of examination papers to the county inspector, first writing on the back thereof the name of the person for whom intended, with instructions that they be opened by the candidate himself, when called to the county inspector's office, and in his presence." I may mention that promotion, next to pay, passes very hard.

9731. If you feel it necessary to add anything, we are quite willing to listen?—I consider that that statement in itself embodies all. It shows that a man must come up to a certain degree of proficiency before he is promoted at all.

9732. What is the next matter?—The next is unfavourable records. The men say that all unfavourable records ought to be blotted out after five years, and that a man be eligible for promotion in two years after the date of his last unfavourable record, provided he has not more than two unfavourable records in a service of ten years. If he has more than two, he should serve five years from the date of the last unfavourable record before he is eligible.

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9733. How it been found that the present system of unfavourable records presses on the men with regard to pension and promotion?—It has been found to press on the men, and discourage them in redressing their character. The Committee are aware of the great number of ways they press on a man in blocking his promotion, cutting his pension, and keeping him from getting a month's leave of absence.

9734. What is the next point?—As regards an allowance for boots; some men are for 2s., and some for 30s. I think if a man got 30s., which would buy two pairs, he would do very well.

9735. Pass to the next matter?—A man having thirty years' service in the police force should certainly not be asked to come up to Dublin and go before a Medical Board.

9736. You are now referring to the men who entered before 1866?—Yes.

9737. Mr. Harrel.—How would you propose they should be medically inspected on the Act requires?—I would propose that there should be no such thing as medical inspection after twenty-five years' service.

9738. Yes, but the men who joined subsequently to 1866 do not require to be medically inspected or to come up to Dublin; so that your idea are advanced on behalf of the men who joined before that, and the Act requires that they should be medically inspected. What do you suggest?—I would suggest that the same authority that made the Act could revoke it, and I have a reason for stating that the men could be discharged without being brought up to the depot, namely, that it incurs expense bringing them from remote parts of Ireland to Dublin, and keeping them here for some time. Then there are Boards that are assembled at a cost of I do not know how many guineas a day. All this money would be saved by a simple regulation stating that, when a man who joined before 1866 completes his thirty years' service, he may be discharged.

9739. Mr. Holmes.—Still, do you not think that if that man is able to continue to act as a policeman, the country is entitled to his services, inasmuch as his pension on his retirement would be fully equal to his pay?—It would not be right to burden the country with a non-effective list; but experience has told us—and the Inspector-General gave evidence himself of the fact—that there is very little of good service got out of men after twenty-eight, and they are generally broken down at twenty-five.

9740. Chairman.—Go to the next matter?—The married men living in barracks think that their children should be allowed to remain in barracks until they complete 16 years. They think it presses hardly on them to have to send them out at 14½ and pay from 6s. to 7s. a month.

9741. What is the next matter?—We have a temporary allowance for six months, and we recommend that it be made permanent.

9742. Have you any other suggestion in reference to it?—It is well known that it is absolutely necessary to make the allowance permanent in order not to have us out of pocket.

9743. What is the next point?—As regards a matter of discipline, the head constable and constable at a head-quarters station should not be expected to get out of bed in the middle of the night to inspect a patrol in the guard-room. I would propose that it should be the duty of the barracks orderly, who sees the men coming in and going out, to report anything wrong that he notices.

9744. Mr. Harrel.—That regulation is permitted in places where there is only one constable?—It is.

9745. Therefore, if permissible and proper there, you think it might be equally extended to places where there are two or more constables?—Exactly.

9746. Chairman.—Pass to the next point?—The next is about a center being responsible for a junior.

9747. That is, for the act of his junior when he has not led to it by his neglect or participation?—I would put that in it too. Where there are two policemen together there must be some one in control. There must be discipline kept up, otherwise the police organization would go to pieces and become valueless. We consider that if the senior man is able to show that it was through no fault or negligence on his part he should be excused. It is a serious thing to reduce a constable for a simple case of drunkenness. There should be something like consistency in the administration of discipline, reducing men wearing stripes.

9748. What would you propose?—I would propose that a man should get two chances before reducing him.

9749. Mr. Harrel.—For a first offence, unless accompanied by some very aggravating circumstance, discharging that he is really unfit, the constable would not be reduced?—He would be.

9750. Have you known instances?—I have known instances where four constables in the North Riding of Tipperary were reduced, some of them for simple drunkenness.

9751. Was it their first offence?—I could not say it was their first offence; it might have been the second.

9752. Mr. Holmes.—You said "simple drunkenness." Surely you consider drunkenness a very serious offence?—What I mean is this, that it was unaccompanied by any other offence, such as insubordination or disrespect. I do not mean that it is a simple offence to get drunk.

9753. Mr. Harrel.—But you are not prepared to say it was a first offence?—I am not. I know a man is liable by the regulation, which is not hedged round with any safeguards. If I get drunk I am not aware I can get a chance, or two chances. Reduction is such a serious thing that it should be only resorted to when a man displays habitual inclination to be careless or reckless.

9754. But you admit that drunkenness on the part of an officer should be met with something smart in the way of punishment?—Undoubtedly. I would fine him 10s.

9755. Go to the next subject?—There is a very unpleasant duty we have to perform, and I dare say the public suffer a great deal more by the performance of the duty than they gain, namely, that we have to summon respectable people in the country for having cattle, sheep, and pigs straying on the road.

9756. Chairman.—Is your argument on that subject like that of other constables, that it brings you into hostility with the people?—Yes. There cannot be a shadow of doubt about it.

9757. And that impedes you in getting information?—It obstructs me.

9758. What would you recommend?—Let the road contractor not in keeping cattle, pigs, &c., off the road.

9759. What is the next point?—There is another thing that presses heavily on the men, and leaves them liable to be reported—the rule about going more than a quarter of a mile from barracks.

9760. Mr. Holmes.—What limit would you suggest?—3 miles; if you do not put a limit to it, a man might go to Limerick or Cork.

9761. Provided he came in within the two hours?—Yes.

9762. Mr. Harrel.—He could not go 3 miles, make any delay, and come back again in two hours?—There could be two hours provided. A constable can give four hours' leave at present. If I met a sub-constable 2 miles from the barracks, and asked him, "Where were you?" "At so-and-so." "Did you get leave to come here?" In case he answered "No," I should report him.

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9763. *Chairman*.—Pass to the next matter?—The men consider when they have leave for an hour or two they should get the privilege of fishing, not to have it a penal offence as at present.

9764. Go to the next subject?—Another point is this, about going into a public-house. If I were stationed in Newport, and I met a man from Neagh, where I was stationed before, I would like to have the privilege of going into a hotel, or a respectable public-house, and have two glasses of whiskey or porter, and come out again without being reported. At the same time, I would give these in charge of a station authority to maintain discipline, otherwise we would have recruits looking about like soldiers, and that would not be right.

9765. You think some modification should be made of the present head and fast rule?—Yes.

9766. What is the next point?—The county inspectors' clerks asked me to put forward that they should get the temporary rank and pay of head constable. From the time they are promoted clerks in the county inspector's office they have very laborious, onerous work to do, and they wish to have it brought under the notice of the Committee that they should receive the temporary rank.

9767. Proceed to the next topic?—That the second-class head constable be abolished altogether. The two classes are performing the same duties, but receiving different pay.

9768. What is the next matter?—About the system of transferring men. It is hardly worth speaking of. At present the authorities have to pay whether the transfer is permanent or temporary, so that I think that will act as a sufficient deterrent. But if not, the way transfers have been carried out for some years past has ruined the service. Transferring a man from a station where he has served four or five years, and sending him to a station where he knows nobody, makes him practically useless as a public servant.

9769. Were those transfers frequent?—Not lately, but they have been very frequent within my own knowledge.

9770. On what grounds were they made?—On the most frivolous grounds.

9771. Do you mean by way of punishment?—Sometimes by way of punishment; or a man might be obnoxious, and it would be six months afterwards before it would come out what the cause of his transfer was. There are different reasons, but now that the authorities have to pay for transferring men they will not resort to it so often.

9772. What is the next matter?—The next is with regard to the sort of candidates who join the police force. There is an Act of Parliament in existence at the present day as to the class of men the police force in Ireland should be recruited from, and that should be adhered to instead of admitting a man, no matter what he was, if he did not commit a crime. A good class of men should join. If there is an important bit of work to be done the flittiest men cannot do it; they cannot collect the arrears. It is on the intelligent men in the barracks this duty falls.

9773. *Mr. Harrel*.—Have you had any experience generally of this want on the part of the men lately joining the service?—No, not lately; it is only now I am speaking of the examinations that they make.

9774. Then you are not speaking of any experience of your own that is the practical result of this, but of what you believe may result from the sort of men who join?—Yes.

9775. Can any man join unless recommended by the officers?—The officers recommend every man. They do not say they are annoyed, because that would be unfortunate. The hangers-on of gentlemen are sent into the police.

9776. What is the next matter?—The maximum cost of our chain would not, in fact, amount to a quarter

of a million. I know it is an enormous amount of money to pay in addition to the present expenditure on the constabulary force, and from what Mr. Gladstone said already he is not inclined to do it in that way.

9777. He is not harder on the Irish Constabulary than on any other branch of the public service?—If rumour speaks truly, I think he is our best friend, because I heard he sent a telegram to the Lord Lieutenant not to deal too hardly with us.

9778. Have you anything to say on the subject of promotion to the rank of sub-inspector?—I have. I consider that every man should be promoted from the ranks to the rank of sub-inspector, and that only a small number should be admitted as candidates to make county inspectors, because a county inspector is a high official, and wants a higher order of qualifications than could be expected from the promoted men.

9779. Do you think, from your experience, that a good class of men coming into the force would be perfectly capable of discharging the duties of sub-inspector?—In my opinion they would discharge the duties a great deal better.

9780. Why?—Because they have the practical experience they have gained from their conduct day in the police force.

9781. Would they expect to be paid as high as sub-inspectors are paid?—The men would be satisfied to take up to 186s a year; it is not the rank they want, but the money.

9782. Then, according to your suggestion, if the higher branches of the force were open to the men, and the men were promoted, there would be a considerable saving to the State; for the men would be willing to serve in some position like that of sub-inspector at less cost to the State than the sub-inspector now is?—They would be perfectly satisfied. In this way, portion of the cost of our demand would be considerably diminished.

9783. Go to the next subject?—Finance Clerk, 563 Extra pay when necessarily absent from station on any duty except patrols, or in the execution of warrants, a head constable as to receive 4s. per night, and other constables 3s. 6d. per night. I want to bring it before the Committee that this rule is not acted upon by our authorities. The Irish Government and the Chief Secretary treat us very well. They have given that allowance, and I say we should get it.

9784. Do you not get it?—I do not.

9785. In what manner is that departed from?—In this way, that they give only 2s. 6d. I will instance it for you. Last winter I was sent to Dover in charge of five or six emergency men. There was a manuscript circular stating that when the sub-inspector and county inspector would certify that a man was subjected to excessive charges, he would be allowed 3s. 6d. a night. For the first period it was certified, but for the remaining period I got only 2s. 6d. a night, although the county inspector and sub-inspector complied with the manuscript circular, and stated I was subjected to excessive charges. It went to the Castle, and I lost 12 18s. The man wrote to me to put in an application; but I said, "No, let every man do what he likes; I will not." I was too much afraid that if I wrote a statement about it I might get myself reduced.

9786. How long were you there?—Three months.

9787. Were you provided any part of the time with accommodation?—There was no accommodation. We were in a straw lodge. We got our bed and bedding there afterwards.

9788. Was it in consequence of your receiving the bed and bedding that the nightly allowance was somewhat reduced?—It could not affect it at all; but the excessive charges.

9789. Did you hear of its being reduced where bed and bedding was given?—They may have reduced it, but I am not aware of it. If I was entitled to it half of the time, I was for the other

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half, and the formality was complied with by certifying that I was subjected to excessive charges.

9790. Supposing it was demanded after bed and bedding had been supplied?—There is no such rule in existence.

9791. There is a rule?—What is the reason they disallow a man, and give him only 2s. 6d., when they say, according to the regulations, he is to get 3s. 6d.?

9792. That is the reason?—Well, it is a grievance. A bad has nothing to do with it. It is for being subjected to excessive charges the allowance is given. The manuscript circular states that when a man is sent on protection or other duty, and he is subjected to excessive charges, and that the county and sub-inspector certify the fact, he will be allowed 3s. 6d. This formality was complied with, and the Inspector-General did not allow it. Why did he give it to me for half the period and not for the whole? The rule must be modified by some hidden rules we never saw.

9793. The allowance is now 4s. 6d.?—Yes, from April last.

9794. Chairman.—Do you seek to have it made permanent?—Yes. Why do they not stick to the circular? By what authority did they deviate from that, giving me 3s. 6d. one part of the time, and only 2s. 6d. the other half? I lost 12. 18s., and so did the men with me, by it.

9795. Go to the next subject?—I am going to state the reason I did not make an application. I sent forward a statement from Doven last January when I heard that the Committee to inquire into the officers' grievances was about to sit. I am unaware of having said anything in the statement inordinate or improper.

9796. Does this statement embody the wishes of the men who sent you here?—No. It is merely a matter of discipline, and goes to show why I was in it.

9797. Mr. Harrel.—Is this a copy of a file?—Yes.

9798. Chairman.—Go to the points the men directed you to bring before us?—I would like to press this point very forcibly about the inconsistency of one man joining on the 9th August, 1886, and the other on the 11th, with only a day between them, and yet the first will get his full pay no pension, while the other will only get three-fifths.

9799. You have done that by calling attention to the two days. You seek equalisation of pension for the men who joined since the 10th August, 1886, with that of those who joined previously?—Yes.

9800. Proceed to the next point?—There is a deduction stopped from pay at the rate of 1½ per cent. The men think 1 per cent is quite enough. There is no statement published as regards the financial condition of the Constabulary Force Fund.

9801. You seek that there should be publicity?—Yes. We should know something about it.

9802. Go to the next matter, please?—As regards Courts of Inquiry, the men consider that there should be three officers, or even two, and that they should be sworn; or they would propose, instead, that after the Petty Sessions Court was over, let the Resident Magistrate try the case, and let the public press be admitted.

9803. Mr. Harrel.—Do you mean cases of police discipline?—Yes.

9804. Would there be any precedent at all for giving to a Resident Magistrate the power to decide matters that were purely matters of police discipline?—I do not know.

9805. He is not a member of the force?—He is not; but he hears the evidence, and he judges from a legal point of view. Just as in an ordinary case, let the accused prove his charge, and then let the defendant be heard, and the Resident Magistrate pronounce his decision.

9806. Chairman.—The effect of that would be to introduce the Resident Magistrate element into

the management of the force?—It is pretty well into it already, and there could not be much of an extension.

9807. Do you not think it is far enough into it now?—With some it is too far into it.

9808. Go on to the next matter?—Some men who were examined before the last Committee complained that they noticed a change in the demeanour of some officials towards them afterwards. I am sent to do a certain thing, and there is no use in this Committee unless they hear everything a man has to say uprightly. I may be able to trace something to my evidence to-day hereafter, and I suppose I would have no remedy, only to put up with it. I trust, however, that nothing of the kind prejudicial to me will follow from my evidence. I am sent here as a representative, and I have endeavoured to give my evidence as fully, and, at the same time, as respectfully, as I can.

9809. There has been nothing unbecoming in your mode of giving evidence. Is there anything else you would like to say?—When men are sent on duty temporarily from one station to another, they should get more than they do get; which is only 6d. a night for seven nights.

9810. What do you propose?—I would propose that they should get 1s. a night during the time they are on the temporary duty, or, say, for thirty nights.

9811. Tell us the reasons why the men want 1s. a night for thirty nights?—There is an acting constable belonging to the barracks where I am—a married man, with three or four children. He has been temporarily transferred to another station, a number of miles away, and he has to live there, paying 2s. or 2l. 10s. a month, and there is hardly any saving in his case at home, where he would be living out of barracks with his family.

9812. Take the case of a married man living and rearing in barracks, would the same reasons apply to him?—I would give him something less.

9813. To what extent would he be at a loss?—I would give him half.

9814. What loss is an unmarried man at going from one mess to another?—I always found myself at a loss breaking off one mess and joining another. I could hardly particularise the little items of the loss, but it would be about 15s.

9815. Your evidence comes to this, that in the case of an unmarried constable going from one mess to another 6d. a night for seven nights does not cover the expense of transfer?—Yes.

9816. But you think it would be covered by giving the allowance of 6d. for how many nights?—For thirty nights, and the married men 1s. for thirty nights.

9817. Is there anything else?—I do not think there is, except this, that it might be said, as at the last Committee, they could not fix a salary that would be satisfactory for any length of time, and that provisions might get dearer. Ten years have gone by, and things have got dearer. We are classed as civil servants. There is no branch of the Civil Service analogous to ours. Look at the Acts of Parliament we have to know and enforce: the Publicans Licensing Act; the Hawkers and Pedlars Act; the Vagrancy Act; the Peace Preservation Act, 1882; the Arms Act, 1851; the Chimney Sweepers Act, 1875; the Gun Licence Act, 1870; the Sale of Provisions Act, 1879; the Explosives Act, 1875; the Dogs Act, 1865; the Weights and Measures Act, 1878; the Fishery Acts; the Public Health Act; the Prevention of Crimes Act, 1879; the duty in connection with the election of Poor Law Guardians, distributing and collecting the voting papers; the Castle Diseases Act; the Customs Act, 1876; the Sale of Food and Drugs Act; Dangerous Performances (Children) Act, 1880; the Cruelty to Animals Act; the Inland Revenue Act, 1889; then the collection of agricultural statistics and the census; the Summary Jurisdiction Act, 1851; the Illicit Distillation Act,

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and a number of other Acts that I have not enumerated. Why are we to be put on a scale with any other civil servants? They go and sit from morning till night in an office, and are able to serve forty years. Our duties are laborious, and we are broken down altogether at twenty-eight, unless a man is promoted young in the force. The higher a man is promoted, if young, the easier it is for him to fill his position.

9818. You make use of an argument to take you out of the analogy with other branches of the Civil Service, that the difficulty of your duties does not enable you to serve as long, and thus to get as high a scale of pension?—We claim a higher scale of pension than the others, because of the laborious duties we perform, and that we are not able to serve longer.

9819. Mr. Holmes.—You are aware they are

required to serve forty years?—I am; and they are better able to serve forty than we are to serve thirty.

9820. Mr. Harrel.—I believe there is a distinction drawn as regards the pensions; civil servants go up by sixtieths, and they receive at forty what you receive at thirty?—I am aware of that; it was in consequence of this an impression got abroad that we should not get as high a scale. I want to show why we should not be compared with any class at all.

9821. Chairman.—Is there anything else?—I am an office inspector of weights and measures for Newport district, and I do not get anything at all for it.

9822. You seek remuneration?—Yes. It is not trivial things the men are complaining about, but pay, pension, and promotion—the big things.

[The Committee adjourned.]

TWENTY-FIRST DAY.—28TH SEPTEMBER, 1882.

Present:

Mr. R. O'SHAUGHNESSY, M.P., Mr. R. W. A. HOLMES, and Mr. D. HARREL, R.M.

[Mr. Holmes was absent on public business during the examination of the two following witnesses.]

Sub-Constable PATRICK FERGUSON, examined.

Sub-Constable
P. Ferguson.
—
28 Sept., 1882

9823. Chairman.—You represent the sub-constables of the North Riding of Tipperary?—I do.

9824. How long have you been stationed in the county?—I have been thirteen years and ten months in the force, and all that time in Tipperary except three months at the depot.

9825. In what part of Tipperary?—I have been in Nenagh and different stations throughout the county.

9826. Being before us the matters the sub-constables committed to you in the order you think most important?—The first thing is an increase of pay. They want at least 1s. a-day of an increase.

9827. Give the reasons, please?—Food is considerably dearer now than ten or twelve years ago, and especially the police have had to pay extra during the last three years for everything. We cannot get beef in Nenagh at less than 9d. or 10d. per lb.

9828. Is that dearer than the people generally are paying for it?—I think not as to some people, but others are supplied cheaper than the police. There is a rumour gone abroad that the police are paid extra, and the people want to benefit as much as they possibly can by the police.

9829. That is, when out on special duty?—Yes. At different stations the men have to get coal from the railway station, and the carriage costs as much as the coal itself. Templemore is 8 English miles from Nenagh, and the men pay 10s. for the carriage.

9830. Do you adduce that as an argument on the subject of pay?—Yes, to show the cost of living generally.

9831. What is your next argument?—The allowance for fuel and light does not meet one-third of the expense actually incurred. In the station where I am we have about twenty lamps lit

every night. We are allowed only 18s. during the six summer months, and 11. 1s. in winter.

9832. Mr. Harrel.—You have twenty lamps?—Yes; one in the hall, one in the mess-room, and one in each of the bed-rooms, and there are two lock-ups.

9833. Do you mean that it is necessary to have all those twenty lamps continuously lighted till 12 o'clock?—They are lit till about 12 o'clock.

9834. Chairman.—Not all the bed-room lamps?—No.

9835. Have you gas?—No, all lamps. We thought gas too dear.

9836. Is there a lamp lit in each lock-up?—Not always, but when there are prisoners. We generally have prisoners every night.

9837. When you talk about fuel, do you rest it on this, that you think the Government ought to supply also the fuel for cooking?—Yes. In fact, the light is mostly used for the benefit of the public, because the prisoners must be attended to, and the light is supplied at the expense of the men.

9838. Are you married?—No.

9839. Have you been for the last three years under increased expense?—I have been under very heavy expense.

9840. Before that time were you able to lay by money?—Very little at any time.

9841. Did you save from the start in the force?—No. Nothing could be saved before 1872.

9842. From 1872 on were you able to save a little?—Yes; about 10s. a-month.

9843. I do not mean it as an intrusive question, but did you keep those savings?—I generally went on leave every second year or so, and I spent the savings on leave.

9844. But there was generally some surplus?—Yes, some little thing.

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9843. Did you save anything besides the 10s. a-month?—Very little.

9843. What is the next point?—There is another matter also, that men in out-stations have to pay for a cook from 12. to 30s. a-month, which comes very heavy on two or three men. I was in an out-station myself, and I paid 16s. a-month for two months, because there was nobody in mess but myself; all the men were at protection stations.

9844. Mr. Harrel.—How many men were in the station?—There ought to have been five.

9845. How many at the time were in mess?—One other man and the constable, and the other man was married.

9846. Who cooked for the constable?—His own wife.

9847. Did the married sub-constable contribute anything to the cook?—No, for cleaning the barrack. That is all he is bound to contribute, according to the rules of the service.

9848. Are not those rules made by Committees?—They are.

9849. And the Committees meet annually to frame rules. Those Committees consist of representatives of each rank, married and single, in certain proportions?—Yes.

9850. They arrive at what they believe to be a satisfactory arrangement as to the proportions to be paid?—It is not altogether satisfactory.

9851. In point of practice, when there are a great many married men at a station, or men are removed on temporary transfer for some time, any regulations that could be made would bear hardly on the single men, if there were only two?—Certainly.

9852. It is right in respect of this matter to tell you that it opens up a new field to assist men by Government grant to pay their servants?—I merely want to show how the money is expended, and that in things not altogether connected with the mess.

9853. Chairman.—And you put it forward as one of your arguments on the subject of pay?—Yes.

9854. Mr. Harrel.—You suggest this as one of the things that run away with a policeman's pay, but at the same time, that it should not be a money grant by the public?—Probably it would not be borne by the public.

9855. Chairman.—What is the lowest amount a man pays a-week for a servant?—A married man pays 1s. a-month.

9856. Does any man pay less than that?—No.

9857. What is the average for a sub-constable to pay through the country?—I could not tell the average; it differs in every station.

9858. Does any man living in barrack, except a married man, pay less than 1s. a-week?—No. A married man accommodated in barrack pays 1s. 6d. a-month towards the servant.

9859. Mr. Harrel.—About 1s. a-week is the average?—About that.

9860. Or 4s. 6d. a-month?—It is very often more.

9861. It is often more; but it is never much less than that?—It is never less.

9862. Then, in point of fact, although a married man labours under many disadvantages as to the number of months he feeds, after all he has an advantage of 4s. a-month or so on the average not taken from him for barrack servants?—Yes. He has only 1s. to pay. But you know a married man is stopping with his family at his lodgings, and he is very seldom at the barrack, except when required for duty and on guard. I know two other stations in the district that I was in lately, and two men had to pay for the servant for the last three years. There were only two sub-constables and the constable in the station. The constable was a married man, and the two sub-constables had to pay 15s. between them to the barrack servant, and give her her dinner, and the married man thought it a hardship to pay 1s. a-month.

9863. Chairman.—Is she not generally fed?—They are not bound to feed her.

9864. Is not she generally fed from what the men leave?—She has anything that is left.

9865. Does it ever cost the men a separate provision for her?—In some backward stations it does; because they could not get a servant in the locality. Again, the cost of messing in some country stations is dearer than in towns, owing to the difficulty of getting it out.

9866. Except for vegetables and eggs?—They are so dear also in the country, because people take them into town to sell.

9867. What is the next matter?—Pensions. The men think it a great hardship to say that those who joined since 1866 will be cut so much, while men who joined before get their full pay.

9868. When you entered the force did you not you make it your business to see what pension you would get?—I knew nothing whatever about the rules of the force.

9869. How soon after you joined did you learn it?—I was two years in the force before I knew much about it.

9870. When you did find out, did you take any steps?—It was my intention in 1871, with a good many other men, to emigrate. I was stationed in Newport at the time; but it was notified to the police that a Commission was going to inquire into their grievances, and that if they remained their position would be bettered.

9871. It was bettered?—It was considerably.

9872. Am I to understand the improvement then made rather satisfied you?—It did certainly for the time being.

9873. And got over your objection about pension?—Yes; but, in fact, the pension was not taken into consideration at all then.

9874. But you mentioned that Commission as having somewhat eased your mind on the subject of pension?—It did considerably. We do not mind pension until getting advanced in the service, and seeing what is before us.

9875. And getting near the time you look for pension?—Yes.

9876. Mr. Harrel.—Unquestionably the increase of pay in 1872 did make the pensions of the men under the Act of 1866 a great deal better?—Certainly, but the pension at the time was ridiculously small, and even at present a sub-constable, after thirty years in the service, would be entitled only to 37s., and would be cut if he had any unfavourable records. We see at present the position of constabulary pensioners throughout the country in dread of their lives, suspected and despised by the people, and it is nearly impossible for them to live.

9877. Do you speak of pensioners in your own neighbourhood?—In the town of Nenagh and the North Riding generally, they are pitiable objects going about the country.

9878. But, of course, those recently discharged have their full pay?—Yes, but they are not much the better of it, owing to the adverse circumstances they have to contend with.

9879. Chairman.—Go on to the next point?—Married men are in a bad state, and they want about 10l. a-year allowed for lodgings.

9880. Mr. Harrel.—What is the average paid by the men who are living out of barracks at your station at present?—There is one sub-constable married.

9881. What family has he?—None. He is only married about twelve months.

9882. What does he pay?—14s. a-month.

9883. For what accommodation?—He has two rooms.

9884. Chairman.—Go to the next topic?—The fourth matter is, that promotion to all grades in the service be for seniority, and from the ranks, provided a man passes a literary examination testing his capacity for such promotion, and that no sub-

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constable under ten years' service be allowed to compete, if eligible men of longer service are found; and if promotion should go by competition, that about ten marks should be given for each year's service.

9885 That is to preserve the value of seniority?—Yes.

9886 This points to a feeling in the force that the present system is irregular?—Certainly, because in some counties a man might be promoted at two years' service. I know three counties in which men of that service are promoted, while in other counties it is impossible for a man to get promotion before ten or fifteen years' service. That is a great hardship to say there is no system at all, but that it depends on the county inspector, and whether extensive influence is brought to bear on him.

9887 Is it supposed that extensive influence is attempted?—Very often it tends to promote a man more than his merit in the case of young men.

9888 You mean the influence of gentlemen in the neighbourhood?—That is an.

9889 What is the next point?—The fifth is that unfavourable records be abolished after two years' good conduct, because they are a source of great hardship to the police. If a man is fined for drunkenness, or any offence, there is a record placed opposite his name, which militates against him in the service.

9890 You say two years?—Yes; because at present there is a rule in the force that a man is eligible for promotion after two years' good conduct from the date of the fine.

9891 You say that he ought not merely to be eligible, but that the record should be forgotten?—Yes.

9892 Pass to the next point?—It should be optional to retire from the service at twenty-five years' service without being returned medically unfit, and to receive twenty-five-thirtieths of their maximum pay, and that men be compelled to retire at thirty years' service, giving them the full pay of the rank they may then hold.

9893 Mr. Harrel—In fact, your proposition is that the pension should be granted by thirtieths, and from fifteen to thirty years, by an annual increment of one-thirtieth?—Yes; if a man be returned medically unfit at fifteen years' service that he should get fifteen-thirtieths of his maximum pay, and for every year after fifteen one-thirtieth should be added to the pension.

9894 That is to say, you want yearly increments?—Yes, and not to leave the superannuation system as it now exists, consisting of periods of twenty, twenty-five, and thirty years.

9895 You are aware this applies only to the men who joined before 1868?—Yes. They think it a great hardship that a man should serve, say, four years and eleven months, that would cost nothing to his person.

9896 Chairman—What is the next matter?—That senior men should not be punished for the acts of their juniors, except the senior be a party to the offence.

9897 Pass to the next matter?—The next point is that an allowance of 3*l.* per annum be granted to each man for boots.

9898 Have you marching duty in that part of the county?—It is very heavy.

9899 You wear out three pairs of boots in the year?—Sometimes we do; not always.

9900 Do you have a light pair?—Light boots always in towns. We could wear nothing else; but in the country we have to wear strong boots.

9901 Pass to the next matter?—That the extra pay at present granted be made permanent. There is one great hardship in connection with this, that if a man goes out at half-past 9 at night, and he is absent all night, he gets only 1*s.* 6*d.* or 2*s.*, and nothing for the night, although really absent the whole night.

9902 Because the rule is, first, that he must be out from 9 to 3?—Yes, from before 9 till after 3 o'clock A.M.

9903 If a man was out from 12 midnight to 3 A.M., and allowed it, would you consider that a great improvement?—Yes; but they consider it should be granted for from eight to ten hours. At present they cannot benefit by this rule at all. I have been out myself several times, going out at half-past 11, and not returning till 11 the following day.

9904 Suppose a man goes out at 12 o'clock, and returns at half-past 8 in the morning, having been eight and a-half hours out, can you conceive a case in which he would be likely to have gone to bed?—No; it is impossible, but he might have walked 20 or 30 miles in the time.

9905 Therefore, he would not have gone to bed?—No.

9906 You seek to be paid, then, for the trouble he was at whilst out?—The trouble and expense of wear and tear to boots and clothes, especially boots, because he has to buy these from his own private purse.

9907 Pass to the next topic?—The allowance for clothing is insufficient—5*s.* 6*d.* for a tunic, while we pay 7*s.* and 8*s.*; and 2*s.* for a trowsers, while we pay 3*s.*

9908 What do you seek?—Wherever the articles may cost, the tailor supplying the receipt, and the sub-inspector to certify. A man has to give up the clothing in a serviceable state if he resigns or is dismissed, for if the clothing is damaged he has to pay. The men think it a great hardship to pay for the making up of clothes that do not actually belong to them.

9909 What is the next point?—Another great hardship, the police complain of, is having to summon people for road nuisance; for instance, pigs wandering on the public road. It makes the police obnoxious in the neighbourhood, and prevents them from getting useful information. In fact, it is a great hardship as the police have to contend with, to have to be driving stray cattle. It disgraces young men to have to be driving cattle to pounds. The people are getting so clever lately they will not admit ownership.

9910 What is the next point?—The quarter of a-mile regulation is a great hardship. If a man goes from his barracks more than a quarter of a-mile, he is liable to be reported and punished.

9911 You say the time should be enlarged?—He ought to be allowed to go where he likes for the two hours he is absent.

9912 Go on to the next matter?—When a man is reported at present for any offence, he gets the report for admission or denial. The report is sent off, and he sees nothing more about it until he is fined. He will not see the sub-inspector's remarks nor those of the county inspector. A man would like to see the whole file; it would be more satisfactory if everybody's remarks in connection with the case were read to him.

9913 Mr. Harrel—What you mean is, that the original evidence, as shown upon the paper against him, may perhaps form only a small ingredient in the result arrived at?—That is often the case.

9914 That very much may be attributed to the remarks on the file, and that he never sees them?—That is the fact.

9915 Are you not aware that the regulations of the service require a form to be prepared to each report against a man when it is sent to the Inspector-General, showing his official history and character?—I know that is done, but I have never seen it.

9916 It shows his records, favourable and unfavourable, his service, whether he is married or not, and every circumstance, so far as it can be put in tabular form against him?—Yes.

9917 And it is mainly upon that sheet that the Inspector-General makes his decision?—The men think that it is upon the remarks.

9918. They think that the remarks have a good deal to do with it too?—Yes, the remarks of the head constable, or the sub-inspector, or the county inspector.

9919. *Chairman*.—Pass to the next point?—They think it a great hardship that the county inspector can fine a man on his inspection; that he should not be allowed to fine a man at all on his inspection, but that he should report him, or cause him to be reported, and let him decide in his office, when he would be cool, because very often, if anything displeases him, he fines a man.

9920. *Mr. Harrel*.—You suggest he should not use his powers summarily at the time, but direct the constable at the station, to make the report and put it before him in his office, and he would judge of it?—Yes.

9921. *Chairman*.—Go on, please, to the next topic?—We are supplied with a frock, which is an enhancement, and of an earthly use. The texture of the cloth is like a sack—coarse and bad, and it does not fit.

9922. Does it wear well?—It does not. I know a man who got one at his own expense last May, and it is worn out now threadbare. I got one a month ago, and it is not fit to be worn at present. It has to be worn eight months of the year, and it is given in lieu of a trunk.

9923. What is the next matter?—I have an account showing the cost of messing at Nenagh station for a single man. Here it is.

9924. You say 26 lbs. of beef at 9d. per lb.; do you pay 9d. per lb. all round?—We do.

9925. That allows beef for every day except Friday?—Yes.

9926. I believe, as a rule, where there is a mixed mass of Protestants and Catholics, the Protestants do what the Catholics do on Friday?—They do.

9927. Then 1½ lbs. of tea for each man for the month; that is rather a large quantity for each man?—That is actually used.

9928. That would be 24 ounces for each man for the month?—Yes.

9929. Or nearly an 8-ounce for every meal?—There are sixteen men at mess, and if there was a small quantity of tea put into a large teapot it would be of no use.

9930. What are you paying for potatoes?—1s. a stone for the last two months.

9931. This is a very dear year?—Yes, but they are down to 7s. a stone at present.

9932. Has butter gone up?—Yes. The farmers all trunks and send the butter to Limerick and Cork.

9933. That diminishes the supply?—It does.

9934. What were you paying three or four years ago?—It was scarce in Berrisokane district; there were but few milch cows there.

9935. Do you think butter has gone up in the last three or four years?—It has. About three years ago butter was very low in price.

9936. You put down a servant at 4s. a-month?—That is the cost in Nenagh station, where there are sixteen or seventeen in mess.

9937. If there were eight in mess instead of sixteen, what would it be?—We keep two servants in Nenagh.

9938. For the month you bring out a total of 31 8s. 9½d. for food?—Yes.

9939. Is that more than you would have expended if you had less work to do?—Certainly it is. Very often we have to get breakfast for breakfast.

9940. That is included in this?—It is not.

9941. Would you have a smaller mess account in quiet times than this?—Certainly. Men would not require such substantial food.

9942. And did not?—No.

9943. That amounts to 41l. 5s. 6d. a-year. The necessities included boots, socks, newspapers, tobacco, clerical dues, bringing up the whole thing

to 51l. 12s., the clerical dues being 11 4s. 6d.—That is under the mark. The clerical dues are generally 30s. or 2l.

9944. For all denominations?—Yes.

9945. A sub-constable is not expected to give 30s. a-year?—There are six collectives in the year—two for the parish priest and four for the curates, one every quarter. We give 2s. 6d. a-man to the curates and 5s. a-man to the parish priest. There is also a collection for the Christian Brothers' Schools, besides one for the clerk who cleans out the pews.

9946. That brings up the expenditure to 51l. 12s., and you have a note here that if a man neither drinks nor smokes, 6l. 5s. may be deducted?—Yes.

9947. I suppose there are few who do not drink and smoke?—There are some.

9948. That estimate would swallow up a man's pay at the first shut?—Very nearly.

9949. What is the next matter?—We have to be frequently in plain clothes.

9950. What do you suggest for plain clothes?—The men wish for an allowance to provide a suit of plain clothes every second year.

9951. What allowance?—Say, 3l. or 4l.

9952. Notwithstanding this, men were able to save money as they went along?—They were.

9953. Do you think for the first couple of years of a sub-constable's service, comparing his career with the career of any other man that goes into a trade or business, or calling, that he can reasonably expect to save money?—No. He cannot spare anything for the first couple of years.

9954. Do you not think that it is reasonable he should work a couple of years for his living?—Let a man go to a foreign country, and he can in the very situation in which I am now. There are ten men, one of three years' and the other of four years' service, resigning and going to Sydney.

9955. Are men of that period of service inclined to resign?—In fact, all the men up to ten years' service are inclined to resign unless something satisfactory is done in the way of improving their pensions. A man of 6 ft. 2 in. or 3 in. is going to Sydney on the 7th of next month.

9956. *Mr. Harrel*.—Has he friends in Sydney?—No.

9957. Is he going out with any definite object in view?—He intends to join the police in Sydney.

9958. But he has no assurance of employment there?—He has not. Another man is going to resign next Saturday. He has his brother there, who is doing very well.

9959. What is his brother doing?—I think he has some trade.

9960. *Chairman*.—Is there anything else you wish to mention?—A good many men having got the lump sum lately are enabled to emigrate, and they are hanging on for the result of this Committee. I have another document giving the cost of messing at Roscrea.

9961. Is it the actual expenditure, or merely an estimate?—It is the actual expenditure. Here it is.

9962. Here they get 31 lbs. of beef at 9d. per lb. That would include what they eat occasionally in the morning?—Yes.

9963. Again, we have 1½ lbs. of tea, rather an excessive quantity, I think; 10s. for bread; 2s. 6d. for milk; 5 lbs. of butter at the rate of 1 lb. a-week, for 1s. 2d. per lb.; five dozen of eggs, 4s. 2d.; servant, 4s. 6d. What is the strength of the station?—Eighteen men.

9964. Then we have 5s. 6d. for boots, shirts, and socks, at the rate of 3l. 6s. a-year, 1 lb. of tobacco in the month, 4s. 6d.; sundry articles, 2s. 6d.; clerical dues, 2s.; that is, 4l. 5s. 1d. Have you anything else?—I also produce the document of a married man in Thurles with four children, showing his expenditure.

9965. Groceries, beef for the thirty-one days,

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3l. 6s. 8d.; milk, 8s.; school fees for three children, 4s. Do you know, are those national school fees?—I think they are convent school fees. The entire amount is 3l. 14s. 3d. This is Sub-Constable McBrien's expenditure.

9955. Have you anything else?—I have a document here I received from a constable in London, and he gives the cost of mending there at 15s. Sub-Constable McBrien's expenditure amounts to 3l. 14s. 3d., while his pay is only 4l. 18s.

9956. Do you know him?—I do.

9957. How does he make up the balance?—He is in charge of a horse and car, and is allowed 6d. a-day extra. He has more than 1l. a-month for what he is at.

9958. There are lots of men who have not that 1l. a-month; how do they get on?—Poorly; because they cannot give themselves sufficient food.

9959. Do you think there are many men in the force underfed?—I am well aware a good many married men are underfed.

9960. At what service did Sub-Constable McBrien marry?—At fifteen or sixteen years' service, and he is married six or seven years. I know a man with ten in family, and they are all wretchedly poor.

9961. Of what rank is he?—A constable.

9962. Has he accommodation in barracks?—He has not. He has to pay 10s. or 12. a-month for a shanty.

9963. How long is that man married?—He is married fifteen or sixteen years, and has thirty years' service.

9964. What sort of life does he lead?—He is doing his best to live.

9965. Is he in debt?—I am sure he cannot but be in debt. If it was known to the authorities he would be reported.

9966. There are two ways of acting in difficulties—

a man may pinch himself or get into debt?—I have no doubt he is in debt, too.

9967. You know that case of your own knowledge?—I do. It is not merely one that I know; I know several constables in the county; but some constables can manage more economically than others.

9968. Why?—Because they have a better system of housekeeping.

9969. You think, then, that the way a woman housekeeps, and the way they live, makes a considerable difference in the length the pay will go?—Certainly.

9970. Take the case you describe; do you think in that case that it is bad housekeeping?—It has a little to do with it, or he would not be in such a wretched state. All the married sub-constables and their families are very badly off, because those men are seldom accommodated in barracks; they always have to pay for their lodgings.

9971. Do you think if the want of accommodation in barracks were remedied, it would go far to improve the condition of the married men?—It certainly would.

9972. What is the next matter?—Another item is, that they are not supplied with any fuel,—any from 15s. to 1l for a house, and about the same for fuel,—it leaves them very little for their support, and those men have been on duty by my own knowledge, protecting Emergency Committee-men, within the last three years at different posts.

9973. Those married men?—Yes. Their families are left behind at lodgings, and then they are at very great expense. In fact, the married men are very badly off.

9974. Is there anything else?—I think these are the principal grievances.

Head Constable MICHAEL McNAMARA, answered.

Head Constable
M. McNamara.
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9985. *Chairman.*—You represent the non-commissioned officers of the East Riding of Cork?—Yes.

9986. Where are you stationed?—At Passage West. I have been three years in the County Cork, and thirty years six months in the force.

9987. Where were you stationed immediately before you came to Cork?—In the Carragh; I was on the reserve, and I served in several counties. For the first six years I was in Clare; six months in Tipperary South; four years in Wicklow; and twelve years in the Queen's County.

9988. What part of Clare did you serve in?—Corofin; I also served in Kildysart district, and in the town of Ennis.

9989. Be kind enough to bring before us the matters you wish, in the order you consider most convenient and important?—I believe the most crying grievance of the force, as represented to me by the men, is the inequality of the pension; that is, that the men who joined since 1866 ought to be on the same rate of pension as the men who previously joined. The particular reason for that is, that both men are performing the same duties. At present, if I were returned medically unfit, I would be entitled to 81l. per annum; but if I joined since 1866, and holding the same rank as now, all I would be entitled to for the same service would be 56l. per annum. We consider that a great hardship.

9990. Do the men know that giving a pension equal to pay is a thing that is confined to the older members of the Irish Constabulary force and of the Dublin metropolitan police force, and that it does not obtain in any of the English forces?—They do, but, if I am correctly informed, the pay of some of the English forces is a great deal larger than ours; for instance, the London metropolitan police.

9991. Have you compared the pay of some of the English rural forces with the pay of the Irish Constabulary?—I have.

9992. You are aware that some of those are not paid even as high as the Irish Constabulary?—I was not aware of that; I thought they were all slightly in excess.

9993. Some are lower. Proceed with your argument?—My reason for that is, that when young men are joining, they never take into consideration the pension question.

9994. When you say "take into consideration," do they inquire?—No; they never inquire. They associate with the men, and like the force in consequence, and they never think of the pensions. After they join and mix with their comrades, they soon find out that on leaving the force they will be put off with three-fifths of their pay, at the time, of all times, that they would want something in excess of what they had before; for when a man retires he loses clothing and barrack accommodation; and in the present state of the country policemen are not likely to obtain situations.

9995. Do you think the present state of the country is likely to last to exclude men from the hope of obtaining situations?—You might meet one man of thirty years' service fit to take a situation, but for that one you would get forty others fit for nothing. It is hard for a man after thirty years not to get full pay the rest of his life. It does not concern me; but I am speaking for the good of the force. It is my opinion that until that is done you will never have a contented force. You will have a fractious force. As soon as they realize their position and get any other employment they will not stop in the force, but emigrate.

9996. Do you think it is likely that many men

will be tempted to leave the force?—A great many men who joined since 1856 will be always leaving the force as long as pensions are not equalised. They will not make the service a profession, or take as much interest in it as they would if they had something tangible to look to in old age.

10097. Go to the next matter?—The next is, that there ought to be some reasonable increase of pay. The men say that is, a-day ought to be granted to all ranks. As I am on that subject, I have to say also that on the occasion of every increase of pay which was given the pay of the juniors has been brought closer to the pay of the seniors. The claims of the non-commissioned officers ought to be considered, and they ought to get an increase in proportion.

10098. On what do you ground that claim?—At one time the pay of a head constable was £21, and the pay of a sub-constable was 36s. Now, the pay of a sub-constable is 72s. 16s., and the pay of a head constable, 2nd class, £31. 4s.

10099. Why do you seek to maintain the inequality; is it because you think there ought to be a distinction kept up by a larger amount of pay?—I consider there is great responsibility on a man in charge of a station, and in order to stimulate him in the discharge of his duty the distinction ought to be maintained.

10090. What is the next matter?—The deduction from pay after ninety days' sickness should not be in existence at all. The illness might have resulted from cold or hardship in the execution of a man's duty, and the deduction from pay is made at the very time a man would want to procure nourishment to keep up his system. It is a crying hardship. I saw a man myself in the station who took ill from cold caught in the execution of his duty, and he fell into consumption. A deduction was made from his pay, while his expenditure was three times as much as it would be in health, and the result was to entail great hardship.

10091. Was he able to procure nourishment?—He was able, simply, because when he got married, being a thrifty man, he had something saved; but if that had not been the case he would not have been able to procure it.

10092. What is the next subject?—A lodging allowance for married men not accommodated in barracks, say, 12s. a-year for the rent of a house.

10093. Is not 12s. a-year rather a large sum to put down?—It might be said in a country district you could get houses cheaper; but I know it to be the fact that the men labour under several disadvantages. Every article of provisions and clothing is sold at a dearer rate than in town.

10094. Not every article?—A good many articles. I have found by experience that the very worst of articles are sold at the dearest rates in country places. Besides, it would be difficult to strike a balance; whereas if all got 12s. it would meet their expense. I knew a constable in Queenstown to pay 24s. per annum.

10095. How does he do it?—I do not know; I believe his wife had money, and he had some private means of his own.

10096. Mr. Harrel.—Has he a family?—No; he is after getting married. The constable in my station—Message West—pays 12s., and he has seven children.

10097. Chairman.—Go to the next subject, please?—The allowance for fuel and light is too small.

10098. Mr. Harrel.—Do you mean for the purpose of providing fuel for the guard-room alone?—I have not got the items; but I know that in some places it would not nearly procure fuel and light for the guard-room.

10099. Are those instances where a separate account has been kept of the fuel for the guard-room apart from the fuel of the kitchen?—There are instances where the fuel is for the kitchen, and also of what would be necessary to provide for the guard-room.

10090. You say the present allowance is not sufficient to provide for the guard-room alone?—It is not.

10091. What do you suggest?—That instead of the present allowance 15s. per month be given for the small stations, and that in head-quarters having eight men there ought to be 1l. per month.

10092. Do you mean that for winter and summer?—The whole year round; it would not do for summer and winter.

10093. You are aware that at the present time the Inspector-General has the power to give a double allowance, or even additional to that in special circumstances?—I am; but I say that ought to be done still in places such as Cork City, because it would not do at all where they have to keep a large force in fuel and light.

10094. Then you contemplate the Inspector-General would still further exercise his discretion?—Yes.

10095. Chairman.—Go on, please, to the next subject?—The extra pay at present allowed is not sufficient.

10096. Do you mean the temporary rates?—I believe if the temporary rates were made permanent that might do; but I have to say further on the subject, that on the last increase the head constables have not been treated fairly. Before there was 1s. in the difference, and there is only 6d. in the difference now. That is not fair to the rank.

10097. Do you mean it does not enable him to live as befits the rank?—It does not.

10098. When you go out since the temporary allowance was made, where do you put up?—If I go to town, and there is a second-rate hotel, I stop there; but when we have to be concentrated, I stop with the men. They generally go to a respectable place, except there is a straw lodge.

10099. Mr. Harrel.—Do you suggest anything?—If the men got 4s., and the head constables 3s. 6d. made permanent, it would do.

10090. Chairman.—Go to the next subject?—Head constables placed in charge of districts in the absence of the sub-inspector should get an allowance.

10091. What amount of allowance would you seek for that?—When in charge of the district, 3s. 6d. a-day.

10092. Would you ask for that immediately they go in charge, or after a certain time?—For every day a man is in charge in the absence of the sub-inspector.

10093. Even for one or two days?—Yes.

10094. Mr. Harrel.—Do you know that, following the precedents of the force, where the sub-inspector gets an allowance, acting for the county inspector, and the adjutant of the depot gets it for acting for the commandant at the depot, he only gets an allowance after performing the duties thirty days?—I do. In addition to the duties of the sub-inspector, the head constable is not exempt from any part of his own duties, though he has to do all the official business in the officer's absence.

10095. Chairman.—Go to the next matter?—The allowance for stationery is 2s. at present, with 6d. increase every six months. If that were made 2s. 6d. permanently, it would please the men. There are some stations where it would not do; but you cannot be striking a balance, and I would give 2s. 6d. all round.

10096. Pass to the next point?—Every man in the force is required to keep a respectable suit of clothes to meet the exigencies of the service. I am liable, and so is every other man, to be ordered into plain clothes at a moment's notice; the result is, that we have a considerable outlay, and I propose that an allowance of 5l. per annum be granted to each head constable to meet the expense of clothes and "foot-wear;" 4l. 10s. to a constable, and 4l. to an acting constable and sub-constable.

10097. I suppose three pairs of boots is the

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average?—About three pence, taking one year with another.

10028. Go on to the next point, please?—With regard to marketing, the men of some of the rural stations have to go very long distances, and to hire a car for the purpose. Where the station is over 6 miles from a market town, we would propose that an allowance of 10s. per month be granted to provide a car for the purpose of bringing home necessaries once a month. If there is a public conveyance, allow the actual cost, but if not, 10s. a-month, that is, if the station is 6 miles from the market town, allow 10s., and for every mile beyond the 6 miles, an extra 1s. per mile; but if there is a public conveyance, I would give the actual cost incurred.

10029. Mr. Harrel.—Once a-month?—Yes.

10030. But beef they would require often more than once a-month?—I would be inclined to say that, but there are places where they cannot afford it more than to get it once a-month, and salt it.

10031. What is the next matter?—The head or other constable in charge is responsible for the barrack property, &c., and that it will be kept in good order, and on all occasions ready for exhibition. But it often seems that in a rural station there are only two men in mess, and those two have to pay nearly the whole of the servants' wages between them. I have known men pay 11s. for a servant, not altogether to attend on themselves, but to keep the public property clean. We would ask that where a party consists of less than five men in mess, an allowance of 1l. a-month be granted for the barrack servant.

10032. That would cover the entire wages of the barrack servant?—It would not, but it would help.

10033. What is the smallest amount you have known men to be obliged to pay for the barrack servant?—The rate at Queensdown is 4s. 6d. at present.

10034. What is the smallest for the last five or six years?—4s. 6d. each a-month.

10035. About 1s. a-week?—Yes.

10036. And it generally goes higher?—Yes, if there were only two men.

10037. As a rule, taking the service through, is not it generally 4s. 6d. a-week?—Not generally.

10038. Chairman.—Pass to the next matter?—The *ex officio* inspector of weights and measures are at a loss going round their districts doing the duty, and they do not get a single farthing unless they are out a certain number of hours, when they get the ordinary allowance. I say a man should get at least 5l. per annum to cover his expenses.

10039. From the Grand Jury?—From any source they like, so as he gets it.

10040. Go to the next subject?—The allowance for making up clothing is not sufficient. I get 10s. 6d. for each tunic, and it costs me 16s.

10041. Then you are 5s. 6d. short?—Yes; and I get 3s. for making the trousers, and it costs me 4s., and sometimes more.

10042. That is to say, a head constable would be 6s. 6d. out of pocket?—None then 8s. 6d. in the year, because I get two tunics and three pairs of trousers.

10043. Mr. Harrel.—6s. 6d. a suit?—Yes; the constable, acting constable, and sub-constable each get 3s. 6d. for a tunic, and it costs 7s. 6d.

10044. Chairman.—What are they out of pocket for the two garments separately?—2s. for the tunic, and 1s. for the trousers. Three ought to be made taken to make the clothing punctually in the men.

10045. Is there a complaint in that respect now?—There is. I myself am entitled to a grant coat for the past twelve months, and I did not get it yet.

10046. Did you apply for it?—There is an application necessary. I was entitled to a grant coat last September, and I did not get it yet. I saw men four years without a fadge cap; myself three years without one. When the caps were issued, they were

of such a description that nobody could wear them in decency. They were made by a saddle in England and sent over here.

10047. Was there any representation made to the department about the quality?—I am not aware; I would not be paid 1s. a-day for wearing one of them. September 1881 was the same.

10048. What is the next point?—We got a new helmet lately. Until that time I have always seen a distinction between the helmet of the head constable and that of the men, but as the present helmets there is no distinction whatever. A head constable, holding a relative rank to that of sergeant-major in the army, should be supplied with a superior helmet.

10049. Do you regard these distinctions both of pay and uniform as necessary to maintain a real distinction?—I do; I think the position of the rank ought to be recognized.

10050. It would serve to maintain the head constable's authority?—Certainly; I would also say that a different quality of clothing should be given to that of the acting constables and the sub-constables. Every sergeant in the army has a description of clothing superior to that of the private, and a constable in the constabulary ought to have a different description of clothing from that of the acting constable and sub-constable.

10051. Proceed with your argument?—I also think that a man who has attained the position of head constable in the force should not be compelled to carry a turnhook, but should be supplied with a patent leather belt, slings, and a sword, the same as a sergeant-major in the army, to maintain his position.

10052. Mr. Harrel.—What do you think would be the effect of this?—It would tend to the respectability of the service, and engender a certain amount of self-respect. I was stationed myself in the Curragh Camp, and I saw the sergeant-majors walking about with patent leather belt and slings and sword, and I had to walk with a truncheon at my side. It is reflecting on my position to do that.

10053. Chairman.—Do you know what the London force do?—I do not believe they would be asked to do such a thing.

10054. Mr. Harrel.—They are not armed?—They are not.

10055. But you are scarcely in the position of a sergeant-major of a regiment?—I am fully equal to him.

10056. I do not mean in quality, but I mean in relative rank?—I am the same in relative rank.

10057. But there is only one sergeant-major in a regiment 800 strong. Your rank is more that of a colour-sergeant of a company. The ordinary sergeant has the rank of constable, and a colour-sergeant more that of a head constable?—I would say I maintain the relative rank of sergeant-major. The reason there is only one sergeant-major is that a regiment is a body, while we are in several districts, and I say there is only one sergeant-major in each district.

10058. But there is the sub-inspector. Put him on a par with the captain, and you will have the head constable a colour-sergeant, and the constable sergeant?—If you adopt that theory, you would have no sergeant-major in the police at all. I have been always called sergeant-major by the military authorities, and I have four stripes and a crown, the same as an army sergeant-major.

10059. I am speaking of the relative rank?—I believe mine is the relative rank.

10060. Chairman.—At any rate, you think the latter might be dispensed with?—Decidedly. It is disgraceful to see a head constable with a helmet.

10061. Go on to the next subject?—At present, when a head constable is out in temporary charge of a station, he is only allowed 1s. 6d. a-night for seven nights, and a constable, acting constable, and sub-constable, only 6d. a-night for seven nights.

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They are often a month and two months in temporary charge, and the moment it is up the allowance is stopped. The 1s 6d. or 6d. is of no use whatever; it does not half or quarter pay the man. A head constable should get 3s. 6d. per night for every night he is in charge; a constable, 2s. 6d.; and an acting constable or sub-constable, 2s. per night for the entire time.

10062. What would these large sums be required for?—I am sent to another place perhaps 20 miles away, in temporary charge, and when I go there I have to provide cups and saucers, &c.

10063. Could you conceive any case in which you would have to spend more than 5s. for cups and saucers, and so on?—I would not, but I could never see as cheaply as at my own station. I do not get into mess with the others, nor a constable either. Then I would have to go to a new market and lose money. If the constable happens to be a married man, he has to keep his family at home and to maintain himself, a double expense.

10064. Do you not think 3s. 6d. is a large sum for a head constable to say that it costs him additional?—Really, I do not believe it would more than cover his additional expense. I have always seen, whenever I went on temporary charge, that I was at serious loss.

10065. Mr. Harrel.—You say he should continue to draw this, be the time long or short?—Yes.

10066. Chairman.—Pass to the next subject?—With regard to promotion, I say that as many head constables as are found to be eligible for the position of sub-inspectors should get it. I do not mean to say that every head constable is fit, but there are a good many of them fit in every respect. There is a regulation at present, whereby a man can never get to be sub-inspector if he is registered at 48 years of age, I believe that age is no test. One man may be broken down at 40, and another as well able to serve at 50 as the day he joined. In addition to that, when I joined there was no baptismal certificate at all. The merit was that men put down their ages at random, wherever came into their head. I have seen men who, while it came to their turn of promotion, within a few months of the age, applied to have the age altered, and would not be allowed, though, in reality, under the age. I have been as strongly recommended as any man in Ireland by my worthy and sub-inspectors and by Crown solicitors, but I have been passed over, and several sub-inspectors expressed regret that I would not be promoted. I am as fit to do duty now as when I joined the service. This is in consequence of my having made a mistake.

10067. Do you suggest that a head constable should be subjected to a medical examination?—Yes. Let him be brought up and examined before a medical board and the Inspector-General to see if he is sound. I applied to get medically examined, but I could not be allowed on account of the age on my attestation paper.

10068. How long ago is that?—Twelve months.

10069. Mr. Harrel.—It is hard on you individually, but that is the regulation of the service?—It is.

10070. After all, with regard to your attestation paper, the ascertaining your correct age at the time was a thing that was incumbent on you?—It was; but a boy joining the force does not know those things. A man ought not to be done out of his just rights of promotion on a technicality.

10071. You cannot call it a technicality that you, when you joined the force, made a solemn declaration on admission with regard to your age, which was not correct?—It was not correct, and I have verified it afterwards by evidence.

10072. Chairman.—Go on, please, to the next point?—I also think that there ought to be a greater number of head constables in the force than at present. In 1874 there were 200 head constables in the force, and now there are 185, but the force is

several thousands stronger. Proportionately with the number of the force, I think the number of head constables should be increased.

10073. What is the next matter?—The select list is productive of much discontent. I believe it is most unfair to a senior constable of ten or eleven years' service to see his junior of two years or three years' standing in charge of a station, and whether in charge or not, to see that man, because he excels in subjects which are never called into requisition in the force, placed in a superior position to his comrade.

10074. Mr. Harrel.—Do you believe it should be abolished altogether?—Altogether.

10075. It could not be modified to be useful?—It is quite unnecessary and useless. Men get a school-master to grind them in the geography of the British islands and decimal fractions, while a man would not be allowed to put a fraction in his account. Still, those who excel in these subjects are pitifully overlooked over the other men.

10076. Pass to the next argument?—There are sixty extra rate constables at present allowed 4l. a-year. The amount ought to be 8l., and the number of constables 200.

10077. What is your next point?—I believe that the promotions in the junior ranks should run through Ireland, and not, as at present, through counties.

10078. How would you suggest that they should be selected?—Any man who considers himself eligible for promotion should be allowed to make an application to be examined in case he is not recommended; and if there are grounds, let it be shown that there are, to prevent favoritism. There should be a certain test carried out strictly by an impartial Tribunal. I would examine a man in arithmetic, up to and including interest; and also in composition, to see that he is able to make a good coherent statement.

10079. How do you propose that he should be examined?—I would appoint two examiners. Let them be sent down to the head-quarters of counties periodically, and the men could be brought in for examination.

10080. That would be as to their qualifications from a literary point of view?—Yes.

10081. I take it for granted that you include a man's knowledge of his technical or police duties, and also his zeal as a good policeman during his previous service, as things that ought to be taken into account?—I would.

10082. How would you propose to test him on those two points?—I would allow the officer to be a judge of what he was as a policeman, and I believe that, as a rule, the officers would give a fair verdict. There might be an inspection also.

10083. The recommendation of the officers should be the test as regards these two things?—Yes.

10084. And as regards literary qualifications, the test should be by two persons sent from head-quarters?—Yes. Then if he came up to the standard, his name should be put on a list to be kept in Dublin Castle, and the moment it came to his turn he should get his promotion as a matter of right.

10085. Would you allow a man of any service to be examined if he wished?—I would not.

10086. What period of service should a man have before he could present himself for examination?—Whenever his sub-inspector recommends.

10087. Then, in point of fact, you would not have much regard to seniority?—I would not have every regard. I would give the precedence to a man who had no satisfactory record.

10088. Chairman.—Would you let a man of three or four years' service be examined?—Let him go on, by all means, but wait for his promotion until seniority would let him be promoted.

10089. Mr. Harrel.—Having attained a place on the list, a man might be examined and passed at

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four years' service, and it might be that twelve years' men who would be examined years after him would be placed above him?—It might.

10089. Would you not see a difficulty in examining a man and making an absolute declaration of his status at such a long interval of time before his turn for promotion would arrive?—If the system I advocate was proposed, that would fall into disuse.

10090. Have you considered another difficulty, that men are attached to the counties in which they serve where they have made friends in the force?—Yes.

10091. I believe transfer from province to province and county to county is not very popular or much sought for?—It is not.

10092. Have you considered, then, that if the promotion went through all Ireland, a man who was the senior might be in Kerry and his vacancy in Antioch?—Yes.

10093. Do you see any objection to that?—Not a bit; if he does not choose to go, let him forfeit his claim. I know an acting constable four years in his present rank. He is a man of irreproachable character, who served on the reserve in Dublin, and was transferred to a county where men have been appointed constables who were not two years in the rank. He is now four years in it; and, in consequence of going from one place to another, he remains so still.

10094. In fact, he is nobody's body?—He is nobody's child, in consequence of being moved about.

10095. *Chairman.*—Go on to the next subject?—The county inspectors' clerks have duties of an arduous nature. In Cork, east and west, the force amounts to 800 men. I would suggest that the senior clerk should get at least 1s. a-day extra pay, and the junior 12s. a-month, giving them their turn of promotion as usual. I would also say that the sub-inspector's clerk should get 12s. a-month, the same as the assistant in the county inspector's office.

10096. Pass to the next point?—We have a large staff of detectives, men employed on detective duty in Cork and Queenstown, who get nothing but 12s. for plain clothes. In order to make them efficient, they should get a daily allowance as much as our men in England.

10097. They get 3s. 6d.?—I think 3s. 6d., for I know a man myself employed on the duty who has to go on board outward-bound vessels. Unless you possess the confidence of the officers of the vessel you might as well search for a needle in a bundle of straw.

10098. How would the 3s. 6d. a-day help them to gain confidence?—They have to spend money out of their own pocket to obtain the confidence.

10099. Pass to the next subject?—The rates allowed to prosecutors at Quarter Sessions and Assizes should be in excess of those allowed on ordinary duties.

10100. Why?—I have had a great many prosecutions in my time. If you go up orally to a man in the street and ask him for information, as a matter of right, you will get very little.

10101. What is the next matter?—I have been desired to say that the men are dissatisfied with the Constabulary Force Fund. There is a deduction of 1½ per cent. made from our pay for contributions to the fund, and the men say they do not know what becomes of it. They believe that an account of the receipts and expenditure should be published yearly. They also believe that the contributions from the officers and the men should be kept separate.

10102. *Mr. Harrel.*—The idea is, that it is more largely driven on by the officers than the men?—Yes.

10103. But the contributions from the officers are much larger?—They want to have them separate.

10104. *Chairman.*—What is the next matter?—I believe that after two years' uninterrupted good conduct an unfavourable record should be blotted out.

10105. Is this a matter on which the men who sent you here feel very strongly?—Yes.

10106. They find the effect attaches to their entire career?—Through their entire life, and follow them to the grave.

10107. And depresses men during their career?—Yes. If they thought they could wipe out their past misdoings several men would be stimulated to try and reform. When a man gets a favourable record, that should immediately blot out an unfavourable one if he has it; but, in estimating a man's claim for promotion, I would give a man who had no unfavourable records due credit for his exemption from them. As far as the records called Class 2 are concerned, in fact, I do not see what good in the world they are. Some allowance should be given. No matter what is done with the records, a blotting should not be taken from pension. I have known a man of thirty-six years' service, and he had one unfavourable record in all his service, and there was 12s. a-year deducted.

10108. What is the next matter?—The men think that in Courts of Inquiry the officers ought to be sworn. It is no inconvenience to the officers to be sworn. Plenty would just as soon be sworn as not, and would pronounce the same verdict whether they were or not, but the men would feel more confident. Again, if a man is charged with an offence he ought to be allowed to bring in a solicitor to plead for him, as in the ordinary Tribunals, and the press ought to be admitted and allowed to publish the evidence.

10109. *Mr. Harrel.*—You are aware all the evidence is taken down in writing?—I am.

10110. And it is a matter of extreme difficulty to take down evidence in an intelligible manner by the ordinary long-hand writing when solicitors and others are cross-examining?—I know that.

10111. You also know that the Court record the opinion, and that that must be concurred in by the Inspector-General before it becomes a fine?—I do.

10112. *Chairman.*—Go to the next subject?—The men should be allowed, when off duty to amuse themselves in a reasonable manner. For instance, if near a river, that they could fish for trout the same as any other men. I would also say that if now a gentleman's place, and a man pays 10s. for an excise licence for a gun, it would be no offence if he was allowed to fire at a rabbit, and it would divert him from going to public-houses.

10113. Pass to the next matter?—I believe also that a head constable should have power to give a man two days' leave of absence, and a constable to give one day's leave of absence, from parade to rail.

10114. Is there anything else?—The limit about not going more than a quarter of a-mile from the barracks is utterly absurd, and ought to be done away with.

10115. What do you propose?—I would not allow a man to go without informing his constable, who might want him, or informing the man in charge, if he is there, and if not, the man next in command. I would let a man go where he liked as long as I could spare him, and give him anything up to a day's leave.

10116. What is the next matter?—There is a rule at present about going on duty. I say that unless the senior constables at the irregularity of the junior, he has no right whatever to be punished for the misconduct of the junior. According to the present regulation, if two men go to town, say, a married man and a single man, the married man cannot let the single man out of his sight, and often he is a young unmarried man, who would not like to be continued on his conduct afterwards. Let them report themselves at the barracks, and then each go his way.

and if the junior happens to get drunk, let him be accountable for it himself.

10117. Pass to the next topic?—The police should be relieved of the duty of looking after road nuisance—pigs wandering on the public road.

10118. Is your view on that subject founded on the difficulty which the discharge of this duty throws in the way of men getting information?—Partly on that.

10119. And partly on what else?—I believe the road contractor should do it.

10120. Pass to the next matter?—Back charges. If a senior in charge of a station commits any infraction of the regulations, the junior should, at next morning's parade, inform the constable he has a charge against him. An entry should be made there and then, and signed. If he does not bring the charge then, but afterwards attempts to do so, he should be dismissed the service. Holding it in his sleeve for a month or two afterwards is not for the good of the service, but is subversive of discipline and order.

10121. Go to the next point?—It would satisfy men better if the roll-call was at 10 p.m. all the year round.

10122. Pass to the next matter?—If a person makes an application, it ought, as a matter of right, to be submitted to the party for whom it is intended, and let the man who makes it be accountable if there is anything wrong.

10123. Is there no security at present that it will be submitted?—There are cases in which it will not be submitted.

10124. What is the rule?—The rule is that it will not be submitted if considered frivolous, groundless, or vexatious.

10125. You think it should be submitted?—I think that anything should be sent forward to the quarter for which it is intended, and if the man does anything wrong let him be punished.

10126. Mr. Harrel.—Do you mean the practice prevails of not letting a man know whether it is submitted or not?—I do not speak individually, but the men say they send forward applications sometimes, and they never hear more of them.

10127. I can well understand that applications might be made by men, and that the proper course to pursue would be, instead of submitting them, to have them returned by the superior officer to remark on them that he did not think the application ought to be sent forward?—I think that would be right.

10128. What is suggested to you as a subject of complaint is, that occasionally applications are sent in, and they are withheld without any reason being given?—Yes; I have no personal cause of complaint.

10129. Is there anything else?—Yes. The men complain that due care is not taken to keep the barracks in proper repair.

10130. The barracks in the country are taken from private individuals?—They are.

10131. Of course, they are ordinary houses?—Yes.

10132. In country places landlords, both small and great, do not undertake the obligations of keeping in repair very freely?—They do not, as a rule. Some do, and some do not.

10133. The regulation, at present, is that the county inspector should call upon the landlord to make the repairs?—Yes.

10134. If he does not make the proper repairs within a reasonable time the county inspector may have them done at the landlord's cost, and stop the expense out of the rent?—Yes.

10135. Would you suggest anything more stringent being carried out?—I would suggest that the barracks should be examined periodically by a competent disinterested authority, who would see that they were kept in proper repair. In fact, complaints have been made to me by men that they would be a

great deal better pleased not to make a report about the barracks in some places.

10136. Chairman.—Is there anything else?—With regard to pensions being equalised, I would say that at fifteen years' service a man should get half his salary, and for each year up to thirty he should get one-fiftieth of the other half; but at present he gets as much at fifteen years' service as at nineteen years eleven months. When a man completes thirty years' service he ought to be allowed to retire without any medical test or otherwise.

10137. That is the rule at present with regard to those who joined since 1866. You desire to have it extended to the men who joined prior to 1866?—The majority of the men who have ought to be compulsory retirement at thirty. That is not my opinion, because I believe it would not be in the interests of the public service to compel a man to retire if he is able to serve longer.

10138. Is there any other subject?—On the question of extra pay, I said if 5s. 6d. was given to head constables, and 4s. 6d. to constables, that would do; but I forgot to mention that the hours should be as before, namely, ten hours, terminating at 3 a.m.; because, at present, if we do not go out before 9 we will not be entitled at all.

10139. Mr. Harrel.—Seeing that the night allowance is intended to meet a certain expenditure, namely, supper, bed, and breakfast, do you think that, under reasonable circumstances, a man would incur those items of expenditure in ten hours?—He might not exactly incur the items of expenditure, but he would incur others that would not be thought of at all.

10140. I know a certain amount of hardship may occur under the present regulation, by which, if a man's departure from barracks is after 9 o'clock, he must be out twenty-four hours before he can get 4s. 6d.?—Yes.

10141. Supposing the regulation was altered to this extent, that any twelve hours' absence would entitle a man to a night allowance, provided that three of the hours were between 12 o'clock midnight and 3 a.m., instead of as now, twelve hours, six of which must be between 9 a.m. and 3 a.m. Do you not think that would reasonably meet every circumstance under which a man was put to extra expense for a night?—I think that would be fair.

10142. Is there anything else?—With regard to promotions, I would again respectfully say that we are very strong upon the subject of this limit of age.

10143. You suggest that there should be medical inspection?—Yes; and make it as rigorous as you like. Two other head constables spoke very strongly on the subject. There is one head constable—as nice a fellow as there is in the force—and he told me he was called up to be examined, but because his figure was not a good one he was spun. If he was stout enough to be a head constable, he was stout enough to be a sub-inspector also.

10144. You refer to personal appearance?—His appearance was not good enough; but I say if good enough to be head constable, it was good enough for an officer. In the rank and file you would find physicians prevail to as great an extent as among the officers. We have been passed over so to age; but I say that men who are actually our seniors have been appointed simply through a mistake about age. This is a rule that has been made by the Inspector-General, and he could change it. I have heard an instance of a man who was allowed to alter his statement of age. Now, I am as fit for service as the day I joined. I am in this position, that I am thought too young to be let out. If they let me out I would be as well satisfied. I could walk 40 miles this moment; I am as active as ever I was in my life. Where I belong to the baptismal register was not properly kept, and I made a mistake.

10145. Chairman.—Under what circumstances did you make the mistake?—When coming into the county

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Inspector's office, I did not know what questions would be asked of me, and I answered without any opportunity of thinking. The clerk asked me, "What age are you?" I said, "I am over 18." He said, "Then

there are no fractional parts allowed; you must be put down 19." That is the way the mistake was made, and I was barely 18 at the time. That is the reason I was done out of my promotion.

Sub-Constable MARTIN MCKINNA, continued.

Sub-Constable M. McKinnan.
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10145. Chairman — You represent the sub-constables of the East Riding of Cook County?—Yes. I have been thirteen months in Queenstown, and twelve years and four months in the force all but a few days.

10146. Take the subjects you wish to bring under our notice in the order you consider most important?—The two men who sent me here each gave me a document, setting forth the grievances of their districts, and I took the points I considered important out of them.

10147. What is the first?—The first matter is pay. They ask is a day increase of pay for all ranks, on account of the increased cost of living and the severe and harassing duties they have to discharge. Besides, the cost of living throughout Ireland is as great as in London or Dublin.

10148. Have you compared the rates of pay of the force with the English rural forces at all?—I do not know much about the rural forces. I was in London myself last winter, and I inquired about the pay and treatment of the men. They showed me balliard rooms, recreation rooms, and other matters, placing them in a far better way than we are.

10149. Proceed with your argument?—About pensions, they ask that when a man is discharged at ten years' service, on the ground of being physically unfit for the further performance of his duty, he should be granted a pension of one-third of his pay; at fifteen years' service that half his pay should be given; and at thirty years' service that the pension should be equal to full pay.

10150. Mr. Harrel — You propose that at ten years he should get one-third of his pay as pension, if incapacitated from further service by physical inability?—Yes.

10151. You do not mean accident, because that is already provided for?—That is provided for already.

10152. At present, he is entitled to a gratuity?—To a gratuity, and nothing more.

10153. Chairman.—Have you known individual cases of hardship to men becoming physically incapable of serving longer in the police, but who lived many years afterwards?—Yes.

10154. And that is borne heavily on them?—Yes. The men also claim that it should be optional to retire after twenty-five years, and that it be made compulsory to retire after thirty years' service.

10155. Pass to the next matter?—The men are unanimous in condemning the present system of promotion. There can be no doubt whatever that the system of selection introduced or recommended by the late Colonel Wood has been grossly abused. There can be no doubt that Colonel Wood meant well when he said that the best qualified men should be advanced; but as the whole responsibility of saying who were the best men lay with the county inspectors, without appeal or revision, they in most counties took advantage of it to promote their own favorites, or those who were recommended to them by persons of influence within the county. County inspectors' clerks, too, command wonderful influence with the county inspectors. They are therefore looked up to, and their patronage is coveted by all grades. On account of the gross abuses which obtain under the present system, the men are unanimous in claiming that promotion should go by seniority, provided the senior men be found qualified; and to ensure fairness, and prevent all suspicion of

local influence, the examinations should be conducted by a Civil Service examiner, who could visit the county half-yearly for the purpose of conducting examinations.

10156. What is the next point?—The select list, for the promotion of constables to the rank of head constables, causes great dissatisfaction. There can be no justice in rewarding policemen as schoolboys for proficiency in subjects with which every intelligent man is sufficiently acquainted, so far as they are requisite in the discharge of his duty. The time spent in preparing for these competitive examinations would have been better employed in suppression of crime and the detection of offenders.

10157. What is your next argument?—With regard to the system of the appointment of constables, that one-half of the appointments should be made from the ranks; but in scarcely any instance have I heard them ask for more, or go so far as to say that promotion should be entirely from the ranks.

10158. Mr. Harrel — Is the suggestion of the men, as regards promotion by seniority, with reference to the whole force, or by counties?—The general opinion is, that it should go through the whole force.

10159. You heard what the head constable said, and so far as that point is concerned you agree with him?—I agree with him fully.

10160. What reason do the men give for fixing the number to be promoted from the ranks as sub-inspectors at half. Do they think the element of fresh blood would still be useful in the force, and giving half the promotions would be a fair encouragement to the ranks?—They think that half the appointments would meet all the deserving cases, and, besides, the men prefer to serve under a gentleman who has entered the service as a career. That is the general feeling.

10161. Have they looked at it from this point of view, that bringing in fresh blood would more or less keep up the social position as a whole?—Yes.

10162. In point of fact, if the promotions were altogether from the ranks, there would be the risk of that social position being lowered?—Decidedly.

10163. And the inducement and reward to the head constables would be relatively smaller?—So it would. Men to entitle them to special promotion should perform some very distinguished police service, as every man, as a rule, discharges his duty honestly and well.

10164. Chairman.—What is the next matter?—Unfavorable records. It is the unanimous opinion of the men that all unfavorable records should be blotted out after four years' service, free from all such unfavorable records, and no matter what unfavorable records a man may have incurred during his service, they should not militate against him on retirement, or he takes into consideration in calculating the amount of his pension, because, first, such men, although punished for breaches of discipline, are generally as active and intelligent in the performance of their duties as those who have never been punished, and therefore quite as well entitled to receive a substantial allowance in their old age from the public whom they have served; and secondly, such men by having paid a fine at the time they committed the offence, and by having their promotion and other indulgences withheld or

delayed for four years, have sufficiently expiated their offences.

10165. Proceed to the next topic?—Lodging allowance for married men.

10166. Are you a married man?—No. They claim lodging allowance for married men at the rate of from 8s to 12s. per annum. Rent for lodgings is a great strain on the limited resources of the married man. I have an estimate of yearly expenses from a married man, which amounts to 66l. 17s., his yearly salary being only 50l. 16s. He has six children. A constable at my station at Queenstown pays 24s. per annum for furnished lodgings, and an acting constable at the same station pays 18s.

10167. Queenstown is rather an expensive place?—It is for lodgings.

10168. What is the next matter?—The men claim for boots an allowance of 4l. per annum, which can hardly be considered excessive.

10169. What do you pay for boots down there?—18s. per pair.

10170. You would not wear more than three pairs in the year?—Repairs would take the remainder.

10171. Would repairs take 26s.?—Very nearly.

10172. Go to the next subject?—Nightly and other allowances. The men are fairly satisfied if the present scale of 4s. 6d. for a night's absence, and 2s. for ten hours, granted temporarily for six months, be made permanent. A man going on duty any time before 12, and spending ten hours out, should be entitled to the night allowance.

10173. What is the next matter?—The allowance for fuel and light is insufficient. 1l. per month should be allowed all the year round for district head-quarter stations, and 15s. for out-stations.

10174. Pass to the next point?—An allowance to assist in paying for servant should be granted in all stations where the number of single men in mess is less than four.

10175. What are you paying in Queenstown?—4s. 6d. a-month; but we have a large number of single men there.

10176. What is the largest you ever paid?—4s. 6d. is the largest fixed by the Committee. If men give trouble to the servants in making-up linen, they generally give 2s. or 3s. extra.

10177. What is the largest you ever paid?—3s. 6d. a-month.

10178. Did that include gratuities?—No.

10179. Where was that?—In Ballin.

10180. How long did that last?—About eight months.

10181. Go to the next subject?—The men ask that every man be held responsible for his own sons. This applies specially to sub-constables. The authority of one sub-constable over another is very weak. Therefore, the senior sub-constable on duty cannot control his junior as effectually as those of higher grades can.

10182. Pass to the next point?—The men are too often transferred unnecessarily. This prevents them from having a good local knowledge, thus which nothing is of more importance to a policeman in the efficient performance of his duties. I have heard an experienced head constable, and other constables, declare over and over again that one man who knew the district thoroughly was of more real assistance to them than three who knew it only imperfectly.

10183. All the expenses are paid now on a man being transferred?—It is only within the last month or so; but within the last four or five years it has obtained as much as it ever did in the force. Therefore from one county to another is a matter well deserving of careful attention. Men transferred in the interest of the public service should not suffer thereby, as is at present the case. The Code says that when men in such cases are transferred, that due regard is to be paid to the place which they held on the promotion list of their late county inspector.

This, however, is never attended to, and the new county inspector, as a rule, always meets any complaints which men may make by saying that he does not know them sufficiently.

10184. That would be met if your ideas, or a modification of them, were carried out on the subject of promotion?—It would. I would have had my promotion last November, only for being transferred from one county to another. The same remark applies to men transferred on marriage. Men in every such case should receive the place which they held on the former county inspectors' list.

10185. What is your next point?—Uniform system of promotion. Many men are of opinion that it would give greater satisfaction if a uniform system of promotion were established throughout the whole force, instead of as at present, by counties, and certainly, having regard to the difference of opinion which exists among officers as to the service at which a man should be promoted, I would consider it the fairer way. Another point claims attention. During the late land agitation I have seen the men who have the brunt of it, who were hurried from county to county to evictions, the protection of process servers, and suppressing meetings, all dangerous duties, involving considerable risk. I have seen these men's claims directly ignored, while those who remained at home in ignominious ease were pushed forward, such as sub-inspectors' clerks. This alone was well calculated to create discontent. Nor is this all. In some counties men who for years had scarcely time to write a simple letter, and whose hands were better acquainted with the rifle than the pen, had to compete in handwriting with those whose trade was writing. Men of fifteen years' service and upwards should receive good-service pay. After that service a man's chances of promotion are growing weak, yet there is a certain amount of responsibility on his shoulders, and this recognition of long service would strengthen his authority, and cause the junior men to yield a readier obedience. There should also be two classes of constables; up to five years' service constables should belong to the second class; at five years to be promoted to the first.

10186. Proceed with your argument?—If I may give my own case as an instance on the subject of promotion, I have the recommendations of five officers, covering a period of six years. I have passed the county inspector's examination creditably. I was included among those whom the Assistant Inspector-General specially approved of for their answering on his inspection. I have twelve years and four months' service. I see men of, at all events, inferior qualifications, no more diligent than myself, promoted at eight years' service in the county in which I am serving.

10187. You attribute your position to the fact that you were transferred?—Partly.

10188. In fact, the difficulty of your position could not arise if promotion on the lines suggested by you were carried out?—It could not.

10189. What is your next point?—Courts of Inquiry. The men are dissatisfied with the present constitution of Courts of Inquiry. They believe that it would give more confidence if the officers were sworn. Men, too, should not be punished for the evidence which they give at these Courts, except where it is manifestly false. The best and most conscientious men may differ in opinion on certain matters; for instance, in case of intoxication one may swear that the accused was unfit for duty, while another may swear to the contrary; yet both may firmly believe what they swear. Officers should never sit in Court in cases where either the accused or accused has served under them for a lengthened period, and the accused should be allowed the service of a solicitor for his defence just as at petty sessions.

10190. Pass to the next point?—The married men claim that their wives should be permitted to

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follow any industry with which she may be acquainted, such as dressmaking or teaching school, in order to assist in the bringing up and education of her family. They do not ask that their wives be permitted to keep a shop in the county in which their husbands may be serving.

10191. Proceed with your argument?—With regard to discipline, the harsh and overbearing conduct of some officers and constables causes great discontent. They should not be permitted to drive some of the best men out of the service merely to gratify their own bad temper. I once heard an officer say, because the men love themselves respectably, and would not associate with his servants, that there was nothing like flogging them a few times to bring them to their senses.

10192. Pass to the next point?—Examination in police duties. This is a matter on which the men feel deeply, first, as regards the hue and cry. At most stations the men every morning have to go through a long and exceedingly wearisome sing-song description of offenders, sometimes extending over seven or eight counties, besides descriptions specially sent from head-quarters by telegram and otherwise. Indeed, at some stations these descriptions form the only literary treat next day. Then, too, there is an examination required in general police duties which is wholly unnecessary, for instance, as regards the various Acts of Parliament which the police are required to enforce, one would reasonably think that a full and accurate knowledge of each section is all that should be required, but no. With many officers and constables in charge this is useless, unless men can retain in their memories the number of each section.

10193. Mr. Horrell—You know that as a matter of written regulation at present the Inspector-General does not require that the number of each section should be got off by heart?—I know, but it is required; I would go in for a man having a full and thorough knowledge of his duties. Young men may get off these descriptions, and know the sections readily enough, but the older men cannot. I well remember, when I was a recruit at the depot, the task of committing to memory every word in the manual appeared child's play to me. Now, it would be a most laborious task to have to commit to memory a book one-fourth its size. Besides, the man who goes out and detects the offender, and prosecutes him to conviction, is never mentioned as favorably in inspection reports as the man who sits within, studies the books bearing on such matters, and tells his officer on inspection a good story as to how he would do it. Every one apparently, except the officers, can see into the absurdity of such a system. It is more than time that common sense should prevail, and that this unnecessary system were abolished.

10194. Pass to the next topic?—Permanency to marry. Many of the younger members have requested me to bring this matter before the Committee. They are decidedly of opinion that the present term of service—seven years in a county—is entirely too long. They are unanimous in saying that it be reduced to five. At the same time, while on this subject, I may remark that the recent publication of the men's pay, and the posting of it throughout Ireland, has not much increased the men's chances of matrimonial speculation. A highly respectable and sensible young woman told me a few days since that, having seen the very miserable valance on which a policeman had to support himself and his wife, she would not think of having anything more to do with the service; it changed her mind altogether.

10195. What is your next point?—Marching-order parades. This is altogether an irritating and useless affair. Some officers, on inspection, always order the men to turn out in marching order. They are turned out in marching order, and kept standing for hours with those heavy and useless incumbrances

on their backs. I was once stationed under a sub-inspector who made the men lay down and open their packs in the barracks yard. This always afforded intense delight to the unruly of the town, who flocked in scores to see the "peckers" acting the part of petty pedlars. The officer to whom I allude rose from the ranks. The matter pressed so much on my mind it is one of the strongest objections I have to having the force officered exclusively from the ranks.

10197. Pass to the next point?—Select list for sub-constables. When the select list for constables was first formed, the Inspector-General said that his object in forming it was to develop the talent of the force and bring the best-qualified men to the front. Now, here was gross inconsistency. If the object was to develop the intellect of the service, he ought to have begun at the beginning, and established a system of examination, whereby the educational attainments of the sub-constables would be ascertained. The very same programme as that laid down for the constables would answer. In fact, many of the cleverest and best-educated sub-constables consider that programme entirely too narrow, and that there ought to be added, at least as optional subjects, languages, literature, and the History of England, and some modern or foreign language. This programme might be considered too comprehensive by some; but we think that the man who is promoted solely on account of his literary merit should be somewhat more distinguished than those who excel in the few elementary subjects which now form the programme of examination.

10198. When you speak of a select list for sub-constables on the lines at present existing for constables, you are aware, I suppose, that one of the objections to the select list is that, if a constable is fortunate enough to get promotion at an early period of his service, that after two or three years, according as he is or is not in charge of a station, he then becomes qualified to compete on the select list, and the result of that is that men are promoted to the rank of head constable at a very early period of service indeed. Now, it is suggested that a certain limitation as regards service should be placed upon constables before they could compete for the select list; that is, that they should have an entire service of eight years, ten years, or fourteen, as the case may be, before being qualified to compete for the rank of head constable. Would you suggest that any limitation should be placed upon the service of a sub-constable before he could compete for the select list, or would you allow him to compete at any time?—Nearly every man I spoke to on the matter said no man's claim should be entertained for one moment until he has at least seven years' service.

10199. That is your opinion and the opinion of the men?—It is.

10200. While you would like to develop talent at an early period of service, still a limitation of service should be placed upon a man before he would be eligible for examination?—No man would know his duties thoroughly, as a rule, sooner.

10201. And the young man who joined with the idea of benefiting by such a method of promotion would be bound to show a certain strength of purpose if he had to go through the probationary period of seven years?—Exactly. I know counties where they are promoted, as a rule, at three years' service, and men will be qualified to go in for the select list at six years' service.

10202. Okerman.—You had a list of the expenditures of a married man?—Yes; in the district of Ballinacree.

10203. How many children has he?—Six.

10204. What is his rank?—He is a sub-constable.

10205. With what pay?—50*s.* 16*s.*, less by 1*½* per cent.

10206. With the six children beef costs him 1l. 2s. 6d. per month?—Yes.

10207. That does not allow him meat every day?—He cannot have it; I am sure that would represent, at 2s. a-day, twelve days in the month.

10208. Mr. Harrel.—That would be 27lbs. of beef for himself and wife and the six children?—Yes.

10209.—That would hardly represent a meal a-day?—Not at all.

10210. *Chairman*.—I see tea and sugar put down at 6s. 4d.; bread, 11s. 7½d.; vegetables, including potatoes, 9s. 6d. Then there are various items, like blacking, and so on, groceries, cooking utensils, &c., fuel, light, and carriage, &c. How much of that would you say would be represented by carriage?—He is 6 miles from town.

10211. The mess account would come to 4l. 5s. 3½d.?—Yes.

10212. You add to that a number of other things calculated for a month from an expenditure spreading over the whole year; boots and repairs, 6s. 8d.; income for stockings, shirts, towels, and other matters of dress; repair of watch, 6s. a-year?—Yes.

10213. Support of clergy, 1l. a-year; tobacco and pipes, 5s. 8d. a-month, or a little over three guineas a-year; stationery, 2s. 6d.; newspapers, 3s.; plain clothes, four suits in thirty years at 6l. per suit. Have you found four suits in thirty years to be the average number bought at present in the force?—Married men do not buy much plain clothes, and they are seldom put into plain clothes. I know single men get a suit every year.

[Mr. Hobson returned.]

County Inspector QMS JOHN BROWNE, continued

10225. *Chairman*.—You are county inspector, and stationed in Londonderry?—I am.

10226. How long have you been stationed in Londonderry?—About six years.

10227. How many years' previous experience have you had of the force?—I have had twenty-nine years' service.

10228. You have been stationed in many other parts of Ireland?—Yes; I have been stationed in Wicklow, Meath, Cork, Wexford, and Antrim.

10229. Your county has not been very much troubled by the late disturbance?—No.

10230. Therefore it may be taken as an example of a county in which the state of things that existed before the late disturbance prevailed?—Quite so. Of course it was affected as other counties were, but to a much less extent.

10231. Have the men in the county been drafted during the disturbance to other places to any large extent?—Yes.

10232. Have you had opportunities of considering or of seeing whether the pay in the various ranks is above or below, or equal to the requirements of the men?—I have had. I always make it my business to acquaint myself with the general matters affecting the force.

10233. Tell us what the result of your experience is?—I make it a rule when I go round on my inspections to ask the men in charge and the men themselves how they are getting on, and if they are well contented. Up to the recent agitation I never heard the slightest grumble about insufficient pay.

10234. Until when?—Until this outbreak in Limerick. In fact, the men expressed themselves quite happy and contented, and that the men who did not drink were saving money. And I believe it to be a fact.

10235. Take the case of married men in your force in Londonderry. Suppose married constables or

10214. That makes 1l. 6s. 1½d., and added to 4l. 5s. 8½d., it makes 5l. 11s. 3d., which, multiplied by 12, makes 68l. 17s., while the highest pay of a sub-constable is 62l. 5s. 7½d.—Yes.

10215. I suppose that if a man were in this position he must in all probability either be very badly off, or have got some money with him, or have saved some money before he got married?—Men generally have a little saved.

10216. By the time he has six children the savings, have probably been reduced?—He could not get on at all if he had not a little saved.

10217. How does he get on on his pay?—I do not know. He may be in debt.

10218. Mr. Harrel.—Or he may not live up to this standard which he puts forward as a fair one?—I believe it is a very low estimate.

10219. There are two ways out of the difficulty—either he must have incurred debt or did not live up to this?—Yes.

10220. *Chairman*.—For a servant, 3s. a-month. That is 3l. a-year—is that for a little girl?—That is what I take it to be; a little girl to look after the child.

10221. This man pays 1s. a-month?—He pays 1s. or 1s. 6d.

10222. Does he reside in barrack?—I think not.

10223. How long was this man in the service when he married?—He has seventeen years' service now.

10224. How long is he married?—He has six children; I dare say nine or ten years.

sub-constables with three or four, or a larger number of children, what was your experience of them?—Men in that position find it rather hard to get on. But I certainly do think the unmarried men and the men in the junior ranks felt themselves extremely comfortable, and they are able to save money. I know the cost of messing, as I make it a rule when I go round to look into the mess-books.

10236. Am I right in drawing this conclusion from your evidence as to the younger men in the force when unmarried, and when their expenses are merely the expenses of unmarried sub-constables living in common, that they really, according to your experience, have not had or shown much cause of grievance in regard to pay up to the late disturbance?—You are. On the contrary, they expressed themselves as well off and satisfied. As a matter of fact, I believe that men who do not spend money on luxuries or drink are able to save money, and are saving money.

10237. When you talk of spending money on drink, do you mean that the present rate of pay would not enable them to have a fair amount, such as a bottle of porter?—I do not mean anything of the kind, but the men that knock about and drink, and are extravagant. They are "good fellows." They treat and are treated again, and that kind of thing.

10238. Suppose a man is sent from Londonderry to do duty three weeks in a town in the south, does that entail much reasonable expenditure, I mean beyond the allowance at present made?—You mean the 4s. 6d. a-day.

10239. Yes?—I think that is ample compensation. Of course, I say that in a qualified way. I do not know whether it would be enough if the men were continued on the work very long, but for a limited period, say a week or three weeks, it would be ample compensation. If they went for months knocking about here and there, I could not say that

Sub-Constable
M. Madden.
—
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County
Inspector G. J.
Donnery.
—
28 Sept., 1882.

County
Inspector G. J.
Boverton.
2d Sept., 1882

it would be, because I could not speak from experience. I have not the men's views on that.

10240. There is a claim made that the £2 a-night, which is allowed to a sub-constable and constable for the first seven nights at a strange station, should be increased both in amount and also duration, and that he should have a permanent allowance as long as he remained at a strange station. What is your experience of the expenditure caused during a man's stay at a strange station?—Under the former regulations £2 a-night would be insufficient; under the recent regulations he is allowed six hire, and train fare to the new station. I think £2 is insufficient, but I would say 1s. a-night would be ample recompense.

10241. Mr. Holmes.—You said that the men had been able to save money?—Yes.

10242. Do you think that a sub-constable during the first four years of his service, when his pay is only 14s. a-week, is able to save?—Yes, if he is prudent, not extravagant.

10243. You are aware the increments to his pay are now given after four years, eight years, fourteen years, and twenty years' service. Do you think the intervals are too much apart?—The intervals are too long.

10244. Would you suggest that he should obtain his maximum before twenty years?—I think he should obtain his maximum at fifteen years. I said the men are able to save money, but it is only right to add that in my county the messing rarely exceeds 2l. a-month, even in the city. I believe there is one station in my county, a little village where it is difficult to get things, and the messing is a fraction over 2l. In all the other stations it is under 2l.

10245. Do you think from your experience that the prices of articles of consumption generally have gone up since 1874?—I think they have not.

10246. Could you say what the price of meat is in the county Derry?—The men get their meat from 7d. to 10d. per lb.

10247. Do you remember the price in 1874?—It was much the same. I pay pretty much the same myself.

10248. Mr. Harrel.—Does the mess book contain all the items of expenditure for food for the sustenance of the men?—It does. In some mess books they put in extras, if a man wants something extra, meat, or more eggs or butter.

10249. Is butter usually contained in the mess book?—Yes; but there is extra butter and extra meat, and there are little luxuries for some to which is other men would object. They regulate it in that way, and say these would be extras. In some stations they have extras included, but in other stations men, of a saving turn, say, "We do not want to indulge in as much as you do, and let this be an extra thing."

10250. There are some of your stations in which such extras are included?—There are.

10251. And in no station in your county except one did the mess exceed 22 per man?—Yes; and that station is a little village away from railways or even post cars. They find a difficulty in the transit of their food.

10252. I believe that the authorities do not concern themselves in any form or shape with the expenditure of the men, except to see that they take suitable food, and that they are not extravagant?—Exactly; to see that they take proper food.

10253. And that they do not launch into extraordinary or unreasonable expenditure?—I think so; we have never had occasion to find fault. The men regulate for themselves, but we should see that they take sufficient food to work on.

10254. The accommodation afforded to a policeman is that of barrack and bedding, but as regards his mess, cooking utensils, and firing, and also servants, these are matters of arrangement for himself?—Yes.

10255. And doubtless in many instances it has come under your notice that where a very small number of men are at station the cost of the cooking is very high?—Quite so; because there are fewer men to pay. The normal strength of an out-station is a constable and four men. Of course, if there are married men that mess out, or if the station is reduced by reason of vacancies, the messing comes higher.

10256. In the case of two men, or in some extraordinary instances, of a single man being alone in mess at a station for a protracted period, it would fall very hard on him?—It would, no doubt, because he has to pay the cook himself.

10257. Of course, the county inspector has to use his best efforts to remedy that state of things?—Yes; that is one of the anxious cares of a county inspector. I speak for myself and for others that we do our best to secure economy.

10258. But the exigencies of the service make it impossible?—Yes.

10259. Have you thought of a remedy for that state of things?—I have; some station allowance to pay the servant for the cooking.

10260. Mr. Holmes.—That is, if some allowance were granted where the men in the station were below a certain number?—Yes.

10261. Mr. Harrel.—Such as under these extraordinary circumstances?—Yes.

10262. Mr. Holmes.—Upon the question of pay, I wish to ask you whether you have lately experienced any difficulty in getting recruits in the county of Londonderry?—Not recently; they have come forward in great numbers.

10263. Are the present class of recruits as good a class as formerly?—They are as good a class as we have had for some years, quite as good as we have had for some few years. I do not see any difference in the last few years, but they are not so good as in former years.

10264. Are they the same class of men you have been getting since 1874?—About the same.

10265. From what classes are they drawn?—They are agricultural labourers, servants, porters in shops, and very small farmers' sons; principally labourers, and occasionally shop assistants.

10266. Principally labourers?—Principally labourers and the small farmer class; for instance, small farmers' sons who work on their fathers' farms; in a very few instances we have artisans, such as carpenters.

10267. You have had experience of many parts of Ireland; do you think your observations with reference to Derry apply to Ireland generally as regards the class from which recruits are drawn?—I think I can say about the same class; it is some years ago since I served in other parts of the country. Before I went to Derry I served at the depot, and previously to that in the county Wicklow.

10268. You said just now that formerly they were a better class of men?—Yes, some years ago; quite a different class.

10269. The pay in those days was less?—Yes, and the necessities of living were cheaper. There was not so much emigration; there were more people in the country, and they liked service in the constabulary better than than now.

10270. Mr. Harrel.—The man's position was better?—His position was better, and his duties were lighter; a policeman was a gentleman; it was quite a feather in his cap to be a policeman then.

10271. Mr. Holmes.—And I suppose his relations generally with the people were of a very friendly character?—Quite so.

10272. Mr. Harrel.—You said you were of opinion that perhaps a man might attain to the highest pay of his rank as sub-constable before twenty years?—I think so.

10273. Have you ever thought of any scale of increase that might bring about the highest rate of

pay at fifteen years—or at a shorter period?—
Yes.

10274. The average term during which a recruit is occupied at the depot for drill and instruction is six months?—Yes.

10275. There is a difference made in his pay for that time under the present arrangement?—
Yes.

10276. Then he might be said to be effective at the end of six months?—Yes; but under a recent arrangement, even if he comes out before six months, he is placed on the maximum first-rate for as effective sub-constable.

10277. His pay is supplemented to bring him on the first-rate?—Quite so.

10278. Suppose the termination of the first two years of his service in a county was made the time the first increase would occur?—That was exactly what I had in my mind to say; I do not think a policeman is a useful policeman before two years.

10279. Then we might say two and a-half years from the date of his appointment would bring him to the first period of increment?—Yes.

10280. Then if the next increment were arranged to occur at the termination of six years, that would be another interval of three and a-half years?—Yes; either from three years to three and a-half years.

10281. Chairman.—Do you think this question of equalization of pensions is one which operates much with the general body of the force who have come in since 1866?—I may say that the men generally would sooner have a better pension rate than an increase of pay, as far as I can understand from what they have told me. My own idea is that the men retire even too soon on pension. I think they go out too soon. We lose very valuable men who might be retained if the period of increments were extended, and the scale increased. Say the 1866 scale was extended for officers and men up to forty years, I am perfectly certain that many good men would serve five or six years more, and that would be a great saving to the public.

10282. Mr. Holmes.—You have had no experience of the working of the Act of 1866?—But a great many of the men under the 1847 Act go out at thirty years' service in a state of health that would fit them for further service, and the experience and intelligence derived from long service would make them more valuable than recruits appointed in their place. A man may say, "I can serve a few years more, and if I serve five years more I may get an increased pension." If we were left optional in that way good men would serve on.

10283. Chairman.—Would not there be this objection to that, that it would diminish the flow of promotion?—It would to a certain extent.

10284. Mr. Holmes.—Do you think that the men who joined since 1866 would be satisfied with a scale of pensions which would put them in the same position as the men of the London metropolitan police force, which scale gives a maximum of two-thirds after twenty-eight years' service?—I could hardly answer that question. They all think that they may get better terms, but some are very sanguine about it. As a matter of fact, many men who left the service at thirty years are well able to work. I have known men doing harder work in private occupations afterwards.

10285. Do you think the men here seriously expect they ought to be put in a better position than the men in England and Scotland?—I do not think they would be satisfied with two-thirds.

10286. Are the men aware when joining the force of the scale of pensions under which they would be entitled to retire?—They are not specially made aware of it. I may say on that subject I recently conversed with 1866 men, and several of them were utterly unaware that they could walk off at thirty years' service without being subjected to examination by a Medical Board. They said, "Is that so?" I said, "Decidedly; is it not a curious thing you

did not make yourself aware of the scale of pensions when you joined?"

10287. Do you think the men who joined since 1866 were, as a rule, aware of the scale of pensions upon joining?—I do not. I do not think the men concern themselves about it for a number of years until they begin to be within a reasonable time of their retirement.

10288. Chairman.—May I ask you, is there not at present a regulation which brings specifically under a man's notice before he commences his future rates of pay and pension?—There have been placards sent round lately defining the rules of pay and pension. That was never done before.

10289. There has been some evidence given before us, not at all of a violent character, but still occasionally given evidently with a great feeling of reserve and delicacy, on the subject of certain difficulties as to discipline which have arisen from the want of a definite line between the authority of the special resident magistrate and the police officer?—That is another which I believe has exercised the minds both of the officers and men to a very large extent. I may say that I myself felt it would result in much evil effects to the force that more than a year ago I induced some of the county inspectors to accompany me to the late Inspector-General, Colonel Hillier, and I told him in the strongest manner if this thing went on it would very likely lead to serious consequences. I asked to be brought in to Mr. Foster to state my views.

10290. Before and since that interview with Colonel Hillier tell us your experience of the result of that system?—I believe it has led to quite a disorganization of the force. The men are in a state of uncertainty. They do not know what is coming. They believe that power is taken away not alone from their immediate officers, but in fact they say the Inspector-General is nobody; has no authority.

10291. May I ask you whether what they feel from that is that a multiplicity of uncertain duties will be imposed on them?—Not only that; but they really do not know, as they themselves put it, who are to be their masters. Besides that they feel that this system is one under which they would not get fair play. They feel, as they say themselves, the special system gives to those magistrates the power of going to the Government direct and getting anything done without reference to their officers.

10292. Do you mean as to their promotion or prospects in the service?—As to their prospects; the men think if they did anything to offend or displease the special resident magistrates that they have the power to get them dismissed, or removed, or kept back from promotion.

10293. Can you account for the reserve with which this evidence has been given?—I can. The men have told me, "Well, Sir, we have determined to go in and say the whole about this." Every man I have spoken to has said the same; but I heard that some of them afterwards said they were afraid to state their views.

10294. You do not mean by that that you have suggested this to the men?—Certainly not.

10295. But, discussing the matter with the men, they stated this to you?—It was purely voluntary on the part of the men. Some of the men have brought me letters that they had from men stationed in counties under the special system. They said, "What is the force coming to? What are we to expect? We will all be destroyed. Look at this letter. Here in this county a head-constable has been dismissed; he does not know for what. Another man has been so-and-so." In fact, they say an officer has no power; nor has the Inspector-General. About giving evidence against the special system they said, "Well, Sir, this evidence will be all printed, and would it be safe for a man to say anything?" The men wish to be loyal to their officers and the Inspector-General. They are placed in this position, that they are trying to be loyal to

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their chief, the Inspector-General, and to those under him, while believing them to be actually deprived of all authority.

10290. In what other way do you consider the system of special resident magistrates works injuriously?—At present the magistrates are assuming the functions of police officers by taking the detection of crime from the officers themselves. The officers do not know exactly what their duties are. In fact, I believe that a county inspector is a useless officer under the present system; because he simply cannot do anything without the consent of his special resident magistrate. The special resident magistrates and other resident magistrates are now directing prosecutions, and afterwards sitting as Judges; which I consider is a very injurious system for the public service. I believe the system proper of the constabulary has been belged about with such safeguards as to be most advantageous to the public and to the force; and most decidedly I think the confidence of the public will be shaken in those magistrates if they continue to discharge dual functions. In fact, the system seems now to be reverting to what existed before the reorganization of the force, namely, that of the well-known magistrate, Major Vokes, whose system, from what I have heard from officers and men who served in the force at that time, was most corrupt, and one under which perfect terror existed—men believing they were unfairly convicted and that cases were manufactured. That is what is commonly known in the police as "Paddy McGeeism." I am aware I have not personal experience myself; but I am speaking from confidential and open communications with men and officers who have served under the system. To a serious degree the system has even extended to ordinary resident magistrates. I believe it is a most expensive one, and I will give you my reasons.—Formerly, statistics were collected in the usual official channel—through the Inspector-General, the county inspector, and his subordinates; now, the statistics are required to be collected by the resident magistrate, and he collects them exactly through the same sources, but in a far more expensive way; for instance, I have known sub-inspectors to be called in from their districts to be consulted as to collecting them, thereby incurring travelling expenses and taking them away from their duties, besides taking them from their stations unknown to the county inspector, and so forth. I say nothing as to the enormous expense of each Special Resident Magistrate and staff.

10297. You say that at present the resident magistrates prepare the prosecutions, and are also frequently called upon to adjudicate on them?—Quite so.

10298. As I understood, under the older system magistrates were confined to their judicial duties, and the police acted as police officers, and prepared the prosecutions?—Yes.

10299. Are you disposed to add that the adoption of the present system in your experience has interfered with the confidence of the people in the Tribunals?—I know it to have a direct tendency to interfere with the confidence of the people in the Tribunals.

10300. Do you wish to add anything else?—Under the present system all power is taken away from the constabulary officers, and that acts most injuriously on their capabilities of getting evidence; because formerly the sub-inspectors had some little power of obliging people, which pleased them very much, and was very often the means of leading to valuable information.

10301. And the diminution of the power of the police has deprived them of those advantages?—Undoubtedly.

10302. And of the influence they had in the localities?—Undoubtedly; I know it to be the case.

10303. Do you wish to add anything else?—The only thing I have heard advanced in favour of the

special system is that patrolling has been greatly increased. The special resident magistrates are warm advocates of it. But if it has been increased, they have flooded the country with police and military, which the county inspectors never had the opportunity of doing. Before the special system you may recollect the Phoenix and the Fenian conspiracy. The police acted then on their own system, which proved most efficient, and we never heard of its breaking down during that time.

10304. Did it break down this time?—As far as I can see, I do not think it did break down.

10305. Do you think the increased patrolling that has resulted from the special system has at all increased the number of detections of crime, or prevented the commission of crime?—Of course, where there was an increased number of men patrolling, there were more facilities for the prevention of crime.

10306. So far, of course, the increased patrolling would be an advantage?—It would be an advantage, undoubtedly.

10307. Your case is this, that considering the number of men available for patrolling, the old system was worked as efficiently as it could be?—It was, generally. I do not say there were not cases of slackness; but to meet those cases of slackness it would be well if there was some more extended means of supervision on the part of constabulary officers—something like reverting to the provincial system of superintending both county and sub-inspectors. The present arrangement has given rise to friction, jealousy, and discontent. No system can be efficient that does not insure harmonious co-operation amongst officials.

10308. You are not sworn on Courts of Inquiry?—No.

10309. A good many of the men expressed a wish that the officers should be sworn?—Yes; that was previously recommended, but some Members of Parliament did not exactly understand it; they thought it was not coming from the men, but another quarter.

10310. What is your private opinion?—I think if it satisfies the men it should be done.

10311. Some of the men appear to have an idea that there is a general rule, perhaps not written, that the statement at a Court of Inquiry of a constable is to be taken in preference to that of half-a-dozen sub-constables. I presume no such rule exists?—None whatever. The officers who sit on the Court judge exactly on the evidence before them the same as a magistrate or any judicial person would of the weight of the evidence given.

10312. They must weigh the evidence, and not count it?—They must weigh the evidence and the character of the witnesses, and all that.

10313. Another matter brought before us was this, that a man is liable to be punished for giving evidence which is believed not to be true, although there might be no reason to believe that the man was either swearing recklessly or corruptly; for instance, a man might make a mistake, or give evidence under a wrong impression. Are you aware that that feeling has existed among the men?—I do not think that that is the current feeling among the men at all.

10314. We have had a good deal of evidence in that direction. What is the regulation with regard to the punishment of men giving false evidence?—It is for giving equivocal or unsatisfactory evidence.

10315. How would you suggest to get rid of such an idea among the men as that?—I do not think you could do anything more than leave it to the Court. You can judge between a man who is wilfully perverting (as it says in the Code) and a man who is really stupid and confused. I think that to men of intelligence like the Constabulary officers it is evident whether a man is really perverting or giving, I may say, stupid evidence.

and I do not think you could make any hard-and-fast rule upon the subject.

10316. What I want to know is, whether there is any step you would suggest to remove the impression from the men's minds. If there be a regulation dealing with it, is there any alteration you would suggest to meet the case?—I do not know of any.

10317. *Mr. Harrel.*—When the Inspector-General was satisfied, his attention being drawn to the circumstances usually by the officers composing the Court, that certain witnesses had given unsatisfactory evidence, he used to record as portion of the finding on the entire case that so-and-so, naming them, should have a record against their names for giving unsatisfactory evidence?—It is a very rare thing. In my experience of twenty-nine years I do not think there was ever a record given against a man for his evidence, except one, and that was so clear a case that the man was afterwards dismissed the force.

10318. I dare say you have occasionally seen such records against men's names?—Only one instance in which a man's evidence was deemed an unsatisfactory that it was recorded against him; and that man subsequently for giving before another Court evidence which was so glaringly false that he was actually dismissed.

10319. *Chairman.*—On the subject of unfavourable records, you know the feeling of the men?—That is a subject on which I have thought a good deal. I have been some years in favour of blotting out all unfavourable records after seven years. I do not think it would be right to do it at a shorter period. Even men with unfavourable records have been promoted without their being blotted out at all under the present system.

10320. With what object would you retain them so long?—Because I think a shorter period would not be a fair test. It would not be fair to men of good conduct to put them on a level with men who have made mistakes.

10321. The men show a general willingness, even though a long period has elapsed after an unfavourable record has been given that, as between a man who had an unfavourable record and a man who never had any, the man who never had any should get a preference?—I mentioned seven years myself in conversation with the men, and all the well-conducted men would scarcely be satisfied with a less period than seven years. They would grumble.

10322. *Mr. Holmes.*—What would be the object of continuing an unfavourable record after a man's promotion, notwithstanding the unfavourable record?—Except to show a man's character. For instance, if a man after promotion, with those unfavourable records, again compromised himself, it gives the authorities a better clue to the manner of dealing with him.

10323. May I ask what is your experience generally on the subject of promotion to the rank of constable and head constable?—I have thought a good deal on that subject.

10324. In working the present system you are aware the men point out great inequalities?—Quite so, and justly so.

10325. What would you suggest as a modification of the present system so as to produce something like equality?—That is a subject I have thought on a good deal, and my idea is that, instead of the "select list," each county inspector should place the constables most eligible in every way in his estimation at the head of his list; that periodically these constables should be called up for examination; that the examination should be of a certain standard; and that whoever did not come up to the standard should be rejected altogether; and that those who came up to the qualification should be promoted as vacancies occurred according to the number of marks obtained at the examination.

10326. Would not that plan have this effect, that seniority would be very largely excluded?—I think

not, because seniority would be taken into account as well as their detective ability, eligibility for command, and everything else. Who can be a better judge of a man's qualifications than the officer over him?

10327. Would not that system you propose, whether for good or evil, rather increase than diminish the share a county inspector has in determining promotion?—I do not think so.

10328. Would it not maintain it at its present level?—It certainly would. As far as I can judge of the men, whether they have spoken to you anything differently or not, I think they are quite satisfied.

10329. Their general evidence on that has not been so much any evidence of unfairness?—In fact, I might say it has not been; but it has been this, that the county inspector in one county has a method of calculating a man's merits different from that of the county inspector of another county; so that in one place new but young men and in another more but old are promoted, and that is a difficulty which appears to be in the minds of all the force, not any charge, as a rule, of unfairness?—That is easily regulated by some general intimation to the county inspectors. But I think, on the whole, the system I have mentioned would work well. I would make this addition to it. They would naturally say that an intelligent man who gets records for police duty would be excluded. I would provide for that in this way. Each man deserving a record is investigated by a board at head-quarters. The records are put into two classes. Class I is the only one that counts favourably to a man. Instead of that I would give a certain number of marks to count in the man's examination. As a general rule, I think it is not well to promote men too early. I was in favour of it at one time, but I am quite altered now. I think men require a little experience to command others.

10330. Do you not think that the adoption of some regulation which would prevent too early promotion might do a great deal to equalise the system?—I think so. The county inspector should be called upon to give a reason for putting any man under a certain period of service forward for promotion.

10331. *Mr. Harrel.*—From your experience, what service do you think fairly a constable should have obtained in the force before being recommended, under any circumstances, for head constable?—A good deal depends on the time you promote a man to be acting constable first.

10332. But having regard to the flow of promotion at present, do you think the average service of seniority in counties would give a well-recommended, intelligent constable a chance of examination at about eighteen or nineteen years' service?—It would.

10333. What number of years do you think a man should have served to be eligible for examination for the rank of head constable?—That would be a very hard thing to say. I should not like to say positively now.

10334. Your ideas and suggestions with regard to promotion have reference altogether up to the present time to promotion to the rank of head constable from constable?—Yes.

10335. But, after all, a man's prospect of promotion mainly depends upon his getting his first step from that of sub-constable to acting constable?—Quite so.

10336. Give us your ideas as to any improvement or any suggestion you can make so as to create more uniformity in the promotion of men from the rank of sub-constable?—I really think, save in very exceptional cases, a man should not be promoted before ten years' service. I do not think men should get their first step before that service; but I would not like to make a hard-and-fast rule. I think there might be cases in which that ought to be departed from; but I think, as a rule, ten years.

10337. I may tell you the opinion of a great many intelligent witnesses here is that a hard-and-fast rule should be made at least at seven years' service,

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Inspector Q. J.
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and they entertain the idea that no man should be entrusted with the position of the superior rank until he had attained seven years' service. Would you be disposed to concur?—I am against hard-and-fast rules; but I think, as a general rule, it is very fair. I would say about ten years.

10338. As to how the selection should be made, would you suggest a different course from that which is at present pursued? At present the method of promotion is by being placed on the sub-inspector's list?—Yes; and the county inspector supervises that, looks at the men, and examines them. I do not know a better way. It works fairly. It makes the men more anxious to do their duty and please their officers.

10339. I take it for granted that literary qualifications, general knowledge of technical and police duties, and in the discharge of these duties, and physique are all taken into account in placing a man on the promotion list?—When I say physique, I would take a man's general appearance.

10340. Robustness?—I would not say robustness. There are some men with a better carriage, style, and address than others, and it has weight; there is no question of doubt about it. I might illustrate that: When you see a shrewdly, careless, unscrupulous kind of man, he would not have half the influence of a man of good address and smart appearance.

10341. In fact, it is part of a policeman's influence?—Most decidedly.

10342. The difficulty which arises and creates the want of uniformity that at present exists is the different standards which are set up by different county inspectors. Could you assist us by any suggestion of a method by which a somewhat uniform standard of efficiency on these questions might be arrived at by the county inspectors. Of course a general instruction might do something. I wish to put the case to you plainly: One county inspector may consider that a high literary standard is necessary, and set a pretty stiff examination. A county inspector in an adjoining county may not attach so much importance to that point, and may perhaps select men that in an adjoining county would not be qualified for promotion?—The only way that could be regulated would be that some standard papers should be given as a guide, so that they should not give more difficult subjects. Of course if you gave any fixed papers they would be sure to leak out in some kind of way.

10343. It has been suggested here that so far as all matters but the written papers are concerned the county inspectors and sub-inspectors should be the only persons to form a judgment, but that, as regards the written examination, papers similar to those used in the Civil Service examinations should be issued to the men, and the examinations conducted periodically at the head-quarters of counties by a responsible person sent from head-quarters?—I think that would be causing a reflection on the county inspectors. If papers are issued I do not see why the examination should be conducted by a person from head-quarters. It would be a kind of imputation, I might say, on the county inspectors.

10344. I am bound to say it was not suggested at all as conveying any imputations upon the county inspector, but it was to relieve him, in fact, from the discharge of that duty?—As far as I am personally concerned I would be delighted to get rid of it.

10345. No doubt the objection would arise which has been already partially suggested by you, that in any examination by papers it is liable to leak out what the nature of the examination is?—Undoubtedly.

10346. Do you think uniformity as regards the papers would not be objectionable if it could be fairly carried out?—It would not; because the men could not then say any one county was more favourable than another.

10347. You spoke of the select list. There is only

one other special means by which any member of the service is advanced to the rank of head constable, and that is through being county inspector's clerk, who, after sixteen years' service, and six years as clerk and five years as a constable, is eligible for promotion?—Yes.

10348. As a rule do you think that is fair?—I know there is a good deal of jealousy about it.

10349. The clerks themselves, and some of the witnesses on their behalf, have represented their duties as being very onerous, and entitled to extra compensation?—I do not know.

10350. What is your opinion?—I think they are pretty well off. Although they have clerk work they are saved from knocking about. They always have their night in bed, and many aspire to the post. It is very desirable to have a good class of trustworthy men.

10351. It has been suggested by some that they should receive temporary rank, after giving perfect satisfaction to a county inspector for three years?—Do you mean the temporary rank of second head constable?

10352. Yes?—I think that would create jealousy.

10353. And you think although there might be a little jealousy the present regulation on the whole is very fair?—I think on the whole it does work fairly, but anything further would create jealousy.

10354. Chairman.—I would like to ask your opinion as to the suggestion of the men that they should get a larger number of promotions to the rank of sub-inspector?—I would be opposed to throwing open any more. At present they have one in four. If you threw open any more you place us in an anomalous position. You throw more of the guiding influence of the force into the hands of those promoted from inferior positions, who are not able to exercise judgment so impartially, I believe, as those brought up in a higher social rank, and besides that who have received a more liberal education. I think the present system is a great safeguard both to the force and the public.

10355. Do you mean the presence of so many educated men?—Yes; I believe it to be a great safeguard to the public.

10356. In what respect would you say it is a great safeguard to the public?—Because it prevents in many instances what would be almost police tyranny. Men of superior education and good social position naturally are more liberal in their views, and are not subject to the same petty jealousies, or so likely to be influenced unduly by favoritism, as those brought up in a lower stratum of society.

10357. Mr. Holmes.—Enforcing discipline in petty details?—Quite so. There are two classes of men—the aspirants for promotion, and the non-aspirants for promotion. All the aspirants for promotion would wish, if they could, although probably against their consciences, the whole of the officers' posts to be thrown open. The non-aspirants for promotion do not like to be outstepped by the others at all. That is their precise feeling. There ought to be in the force, I think, an intermediate grade between head constable and officer, similar in social position to warrant officers in the departmental branches of the army, or petty officers in the navy or coastguard. In the revenue late police they had a sub-officer; the men would like that rank very much. You might in that way relax some of the discipline; for instance, after a certain hour in the day you might allow them to put on their plain clothes, a privilege which they would consider a boon.

10358. Mr. Harter.—You mean this particular class of men?—Yes.

10359. Would you suggest that they should be more highly paid than the present head constables?—I would. I would give him about 110*l.* a year, and a lodging allowance about 20*l.* or 25*l.* a year, and not put him into barracks.

10360. Would you have him perform duties to some extent similar to those now performed by a

sub-inspector?—I would test the system first in this way: at each county head-quarters, instead of a head-constable, I would have a man of this rank to perform similar duties. In case of the absence of a sub-inspector of a district, he could be sent in temporary charge. An occasional sub-inspectorship might be given to men of superior education and special fitness. The somewhat relaxed discipline of the suggested grade would afford a good test as to fitness for the higher position. It has frequently occurred that men suddenly freed from the strict discipline of the ranks have not turned out well. Of course there are many excellent officers who have been promoted from head-constable. In 1848, before I joined the force, to gratify the men, they promoted twenty-four head constables, and they all behaved so badly afterwards that they got the name of the "four-and-twenty blackbirds."

10361. Mr. Holmes.—You mentioned the subject of plain clothes. Are the men frequently required to appear in plain clothes when on duty?—In some places they are. It depends on the nature of the place. In cities they are. I had a correspondence with the Treasury, and I can now allow a certain compensation to the men for plain clothes.

10362. You can?—I can with the sanction of the Treasury. I got their sanction in Derry. There is one allowed as a kind of permanent detective; but we find it very often necessary to put men into plain clothes, because they are more useful that way for detecting things, and I thought it would be well that these men should be paid a proportion of the usual yearly allowance. They are not continuously but occasionally employed, and often a number of days in the quarter, and I let them get a certain proportion of the regular allowance. The men are quite satisfied.

10363. What is the amount of the allowance?—5*l.* a-year.

10364. Chairman.—Is that the whole allowance?—Yes.

10365. Then the proportion would vary?—Yes.

10366. The men complain very much that they have not got an allowance for boots. What is your opinion on that point?—I believe the London police and others do; but they wear out far more boots walking on the flags than the constabulary.

10367. What do you suppose the men usually spend in boots in the year?—I should think at the very outside 4*0s.* would pay them.

10368. Do you think they would prefer the allowance, or to be supplied with boots?—I think they

would prefer the allowance. They are rather dandy about their boots. It would be very hard to satisfy them with regulation boots.

10369. Mr. Harrel.—On the subject of plain clothes, are you, from your long and varied experience, in favour of the general and frequent employment of constabulary in plain clothes—no doubt occasionally it may be necessary; but do you think that a real advantage is gained by putting a man very often in plain clothes?—Under what circumstances?

10370. The circumstances under which a policeman is at present put in plain clothes are in order that his uniform may not attract attention, and that he may discover more than a man in uniform would be likely to discover, such as breaches of the law by the publicans and the protection of individuals?—I think on particular occasions it might be useful, but not generally; it might lead to abuse.

10371. It is very often adopted at present?—It is, and I think too often. There is no doubt of it.

10372. On the subject of lodging allowance to married men not accommodated in barracks, what is your opinion?—I think it would be fair to give a certain percentage of married men some allowance for lodgings.

10373. Do you think that would have the effect of inducing men to get married, if well guarded?—It should be well guarded; because we consider married men an incumbrance. We do not like to be hard on them, and still we have to send them on duty. Although I am a married man myself I consider them an incumbrance. We wish to avoid sending on duty.

10374. Are you aware that, as detailed to me by Colend Cobbe, one of the district inspectors in England, the tendency in the English force is to regard marriage as an excellent thing in a policeman, and that they would like to see every one of them married?—I totally disagree with him.

10375. Tell us what you think in the nature of the duties of the Irish police force which makes it inconvenient to encourage marriage?—First of all, our men are knocked about far more than the local men in England; then the two countries are different. It would not do to have many men living among the people, as married men cannot always be accommodated in barracks. The exigencies of our service require that the men should be kept together in barracks as much as possible.

10376. Then I may take it that marriage is not favoured in the force?—It is not.

Constable MICHAEL McLEODLIN, examined.

10377. Mr. Harrel.—Where are you stationed?—In Cork city.

10378. How long have you been there?—Two years.

10379. How long in the service?—Going on thirteen years.

10380. How long have you been a constable?—Going on three years.

10381. Are you a married man?—I am.

10382. What family have you?—Only one in family. I am not long married; only about two years.

10383. Have you accommodation in barracks?—I have not; I am paying 12*s.* a-year for lodgings.

10384. Mention the subjects in the order of their importance that you desire to bring before the Committee, and in mentioning them refer to the matters as briefly as possible, because the Committee understand the different regulations and the rates of pay, but as to your suggestions and reasons, go into these as fully as you like?—The first and principal

grievance is pension in the case of the men who joined after the 10th August, 1836. That is the most important thing.

10385. What do you suggest?—I suggest that they should be put on a par with the men who joined previous to 1836; because it is very unfair that men on the 8th and 9th August, 1836, should be better off than those who joined on the 13th and 14th; and yet the former are entitled to their full pay as pension after thirty years' service, while the other men are only entitled to something more than half.

10386. Apart altogether from the justice of the claim, wherever there is a change of system or a line drawn there must be in the immediate proximity to the line such apparently hard cases?—Decidedly.

10387. Well you refer to any other reason why the pensions of the men who joined after 1836 should be made equal to those who joined previously?—There is another reason I would ascribe, that men getting out on pension are fit for nothing else after

Constable M.J. McLaughlin.
25 Sept., 1882.

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M'Loughlin.
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thirty years. I have seen them myself at gentlemen's gates, or as ordinary porters at shopkeepers' houses. In fact, you would be ashamed to see them there. I have looked into the matter seriously myself, and if I did not get some improvement to my position, although being a married man, I would not consider myself safe in the force.

10388. Why would not you consider yourself safe in the force?—Because I could make nothing in it but barely what supports my wife and family. I get no employment, notwithstanding that I am out of the force; I am still a policeman in the eyes of the public.

10389. That feeling exists at present?—That feeling has existed as long as I remember.

10390. *Chairman*.—Even before the present disturbance?—Even before the present disturbed state of the country.

10391. *Mr. Harrel*.—Your experience is principally of the south of Ireland?—Principally of the south; I am a native of County Mayo, from near Ballina.

10392. You say the difficulty of finding occupation is another reason why their position should be increased?—Yes. They should not be compared with any other body of men; because in any other department they can remain in their situations until they are old men, and after they go out they can get any other situation open to them; whereas a policeman cannot remain, because he would not be able to perform the ordinary duties, and that debars him from great advantages.

10393. *Chairman*.—At thirty years' service in the force they are then about 50 years of age, as a rule?—As a rule.

10394. At 50 years of age is not there a good deal left in them still?—A man is useless after being thirty years in the police. I have seen them in three different counties, and in each, except at He-by stations, a man having thirty years' service would leave the force. If he had to perform the harassing duties of the rest of the men, or a regular term with them, he could not do it. The duties he has to perform are imposed on other men.

10395. Since 1874 there has not been any great rise in the price of provisions in Cork?—I have inquired into that, but it is not the case as to the cost of labour.

10396. The rates of remuneration have gone up?—Yes. I remember seven or eight years ago I would get a pair of boots for 1*l.* 5*s.*, but I would have to pay over 1*l.* now. I have an account of the expenses.

10397. Then pass to the subject of pay?—The men consider that 1*s.* a-day more is absolutely necessary in order to live. To sustain that, I have a reasonably fair calculation of how things stand if a man could afford it. Here it is.

[Produced.]

10398. This does not represent the actual expenditure?—It does not.

10399. This represents what the daily messing account of a single man ought to be?—Yes, if he could afford it.

10400. Breakfast, including $\frac{1}{2}$ lb. of steak, 9*d.* Would you say that, taking into account the harassing duties the constabulary have to perform, which necessitate the absence of a man from dinner often, that $\frac{1}{2}$ lb. of steak would be a general necessity every day of the year?—Perhaps not a general necessity; but if a man had not $\frac{1}{2}$ lb. of steak, he would have eggs, or something else.

10401. When you say for dinner 1*s.* 1*d.*, that is, for $\frac{1}{2}$ lb. of beef in the day and beer. I see for bread, tea, sugar, and eggs, 5*d.*; and the extra daily necessities, butter, vegetables, mustard, salt, and blacking, 7*d.* Are you at a central station?—I am.

10402. How many men are there there?—Fifteen at the barrack.

10403. What do you pay for the servant?—There

are two barrack servants; one gets 1*l.* 5*s.*, and the other 1*l.* a-month.

10404. That is 3*s.* a man a-month?—Yes; but they have a difficulty in other stations where there is only one man—he has to provide for the barrack servant, who is engaged cleaning the barrack and barrack furniture.

10405. Your account brings out a daily expenditure of 2*s.* 11*d.*?—Yes.

10406. That would be a monthly expenditure for thirty days of 4*l.* 2*s.* 6*d.*?—That would not occur where a large party would be; because where the party is small the messing must be denser.

10407. That is 40*s.* 10*s.* a-year. If that scale of living were carried out, it would leave a comfortable starting with 52*s.* a-year almost nothing to provide plain clothes and other things you mentioned?—Nothing whatever.

10408. Then would the ordinary living consume a man's pay?—It would.

10409. When calculating that state of things in Cork, you do not take into account whatever allowances you get for special duty in the city?—No.

10410. What does that bring in in the year?—6*s.* for every day of five hours' best duty—12*s.* a-month, or 7*l.* a-year.

10411. Does that come from the Corporation or the Government?—The Government pay it.

10412. You have been in country stations?—Yes.

10413. Is there harder work on a man in Cork?—There is.

10414. Say, in a general way, how?—Every man in the barrack I am in now performs, I think, on an average, twelve hours' duty. There are five hours' best duty allotted to each man. He returns to barrack after those five hours, and he is on the reserve during the remaining five.

10415. Is every man on beat and on reserve ten hours a-day?—Every man in the barrack; and, in addition, they have to do theatre duty, quarter sessions, sittings, execution of warrants, and serving summonses.

10416. Taking things all round, does that bring up the ten hours to twelve?—It does.

10417. Was that the way in quiet times—even five years ago?—I think not. The reserve in the barrack is in consequence of the recent agitation.

10418. In old times how often had a man to do reserve duty in the barrack?—I do not think there was anything like reserve. A certain number of men remained in the barrack every turn.

10419. Was that the regulation?—Yes, that one-half the party should remain in the barrack.

10420. Instead of ten hours' beat in old times what was the average best-duty for the men?—I would say six hours.

10421. Do you think you will get back to the six hours in Cork?—I see no prospect at all of it.

10422. Things are quieter now than a year ago?—They are, by far.

10423. But there is no going back to the old system?—There is no going back, nor any likelihood of it.

10424. You have something here on the subject of plain clothes. What do you claim?—3*l.* would be very fair. The men wear them in the public service, watching publicans on Sundays, and during sessions watching the Judges and counsel. The plain clothes are necessary, and if not in good order on inspection the officer or county inspector will soon tell you you have a right to have a good set of plain clothes.

10425. You are newly married?—Yes.

10426. Do you live in barrack, or out of barrack?—Out of barrack. I am paying 12*s.* a-year for lodgings; I was paying at the rate of 16*s.*

10427. What is your pay?—72*s.* 16*s.* a-year.

10428. You have only one child?—Yes.

10429. That, after paying the rent, leaves you about 60*s.* to live on?—I could not live on 60*s.* Married men must be badly off. I have not ex-

performed so much of it as others have. I was away on temporary duty, and I could not really say what is the expense; but since I returned my pay does not at all meet my demands, and therefore I must come to the conclusion that married sub-constables or constables with large families cannot support themselves decently, and I am often astonished how they can do it at all. For instance, a man having four or five in the family, paying 12*l.* a-year rent. I do not know how he can do it, and he is bound to support himself on substantial food, or be dismissed.

10432. *Mr. Harrel.*—What accommodation have you?—Two rooms and a little kitchen.

10433. You have a house?—No, portion of a house.

10434. Pass to the next matter?—The next item is for boots.

10435. Four pairs of boots, and repairs—4*l.* 8*s.* 6*d.*?—That is rather high. I see men paying that; but every man does not pay it. The married men would be more saving.

10436. Would not three pairs of boots do pretty well?—They would, I believe.

10437. Pass to the next matter?—Promotion from the rank of sub-constable to be by seniority. It is a great grievance with men that they do not get a just or a fair turn of promotion.

10438. To what do they attribute that?—To the influence of the county inspector's clerk or of the gentry with the county inspector; because I may tell you that the promotion of a sub-constable rests altogether on the recommendation of the county inspector.

10439. What do you propose as a remedy?—That every man be eligible after a certain number of years for promotion.

10440. And that he would not be eligible until he had passed a certain number of years?—Yes.

10441. What number of years?—I would say seven or eight years, provided he had no unfavourable record. If he had, let it put him back twelve months before he would be eligible. Let the county inspector examine privately all the men, and let the result be sent to head-quarters, to have the men classed properly and fairly, and let a registry be kept at head-quarters or at the county inspector's office; but let the men not be moved out of that until it comes to their turn for promotion. Then the county inspector can examine each man as to his knowledge of police duties or otherwise, and if he does not consider him up to the mark he can knock him off, provided that the man should have the right of appeal to the Deputy or Dublin Castle. If he is examined and passed, let his expenses be paid, and if he does not pass let him bear the expense himself, and that would prevent men appealing unnecessarily.

10442. Pass to the next matter?—That all promotions should be from the ranks, from the rank of head constable to that of sub-inspector. Intelligent head constables serving for twenty or twenty-five years in the force have very good experience and knowledge of the prevention and detection of crime, and if found eligible for the rank, they should get it. Promotion from the ranks is working well in other forces, and ought to work well in the constabulary. A young officer will be a long time in the force before he learns his duties as well as a head constable; he will probably be eight or nine years, but if he is an officer who lays his mind to his business he will be efficient before that time.

10443. *Chairman.*—What is the next matter?—Compulsory retirement after thirty years' service, and optional retirement after twenty-five.

10444. With regard to getting out at twenty-five, is not that with the view of quickening promotion?—No, but several men would like to retire; their health would be broken down then, and they would have a better chance of getting employment. Let the pension, of course, be regulated accordingly.

10445. What is the next matter, please?—I would

be for doing away with the select list altogether, because I think it works badly.

10446. And substituting a system of promotion as you have described?—Yes, by seniority; because it is very unfair to the men of long standing, intelligent and efficient men, who perform their duties well and faithfully, that young hands of nine or ten years' service, or less, should be put over their heads. In the absence of the sub-inspector, the head constable takes charge of the district, and it may be that the head constable is a young man without much experience, who has been taken out of a sub-inspector's or county inspector's office. That subverts discipline, as respect or obedience is not shown to youth.

10447. What is the next matter?—Every member of the force should be held accountable for his own acts.

10448. Then you object to the rule which makes a man liable for the misconduct of his junior?—I do.

10449. Unless in case he participates in it?—Yes, where he participates in it, or encourages or permits it.

10450. What is the next subject?—It is a great hardship to make a stoppage from pay after three months' absence; for instance, a married man cannot afford it. In most cases it is when a man is recovering, and wants his full pay, that the deduction comes into force.

10451. Proceed to the next point?—That all minutes of censures coming from a county inspector's or sub-inspector's office should be in his own handwriting. Very often it is disagreeable to the men to find, when a file comes from the county inspector or sub-inspector, that the clerk may write very unseemly things, painful to a man's feelings, whereas if the officer himself wrote it would not be so much felt, and would be received with a better grace, coming from the superior officer himself in his own handwriting.

10452. Have there been instances where county inspectors left the framing of those cases and the writing to their clerks?—Decidedly; I have known instances of it.

10453. It is known that in certain cases a clerk does occasionally more than write down from the dictation of the county inspector?—It is my firm belief that he does. In many cases the clerk takes advantage of the kindness of the county inspector, or officer, who will sign the document when he leaves it before him, or he may look over it and say it is worth nothing. At the same time, it is injurious.

10454. *Mr. Harrel.*—The result of it is, that the men would prefer that when censure is accorded to them it should as far as possible be in the handwriting of the officers themselves?—Yes; this will give satisfaction.

10455. *Chairman.*—Is there anything else?—Unfavourable records should be done away with after certain periods, say, five years' good conduct, and by no means should an unfavourable record tell against a man's pension, because it is not only himself it affects, but it affects his wife and family. That is a great hardship in the force.

10456. *Mr. Harrel.*—In placing the limit of five years, you do not suggest he should be rendered ineligible so long for promotion?—Certainly not.

10457. But that it should be taken into consideration as a certain weight for five years, and at the termination of that time it should be absolutely blotted out officially, and never thought of again?—Yes, and never thought of again, because a man may accidentally get an unfavourable record. I would give a well-conducted man the benefit of his conduct, and not put the man with the unfavourable record on a par with him.

10458. The regulations at present render a man eligible for promotion in two years after receiving an unfavourable record?—Yes.

10459. But the record is held on the sheet for ever?—Yes, and tells against his pension.

Sub-Constable JAMES FRONTERO, examined.

Sub-Constable
J. Frontero.

28 Sept., 1892.

10458. *Chairman.*—You are a sub-constable, representing the sub-constables of Cork?—Yes.

10459. How long have you been stationed in Cork?—I have been four years in Cork city.

10460. How long in the force?—Fourteen years and nine months in the force.

10461. Pension, I suppose, is the first subject; you seek an equalisation of pensions for the men who came in since 1856?—Yes.

10462. When you joined the force did you make any inquiry as to the pension to which you would be entitled?—I knew what the pension was before I joined at all.

10463. *Mr. Harrel.*—Are you a policeman's son?—I am, and where my father was stationed I had no other business to turn to; it was in the County Limerick, near Mitchelstown. There is not much open there for a young fellow, so I had to join the police, and I am sorry I remained.

10463*. *Chairman.*—But you are aware there is no example outside the constabulary and the Dublin metropolitan police of the entire of a man's pay being given to him as pension?—Under every Superannuation Act down to 1896 we were placed on the same level as they are in the army. Before 1847 the men who joined were entitled to their full pay at twenty years' service.

10464. *Mr. Harrel.*—Following that, was not a policeman's pay at that time more in a line with the pay of a soldier or a sailor than it has been latterly?—It was.

10465. Do you remember that the highest pay of a sub-constable at the time he received his full pay on retirement under those circumstances, was 37l. 14s. a-year?—Yes.

10466. And that when he was removed from the class of public servants receiving that low rate of pay and raised to a higher class, he was also removed from the class who received pensions in that way to the class who receive pensions calculated in accordance with a higher scale of remuneration?—Thirty-five or forty years ago money was more valuable than it is now.

10467. But the soldier's pay is much the same still?—Yes; but he has free rations, only 3d. a-day being stopped for rations, and he has 1s. 4d. a-day.

10468. But there are stoppages for kit. He has to keep up his regulation necessaries, and the average received by a soldier per diem after all those things is between 6d. and 8d. a-day?—But thirty-five or forty years ago 27l. 14s. was nearly as good as 60l. now. A man would get as much for 1l. then as he would get for 2l. 10s. or 3l. now.

10469. *Chairman.*—Now, go on to the subject of pay, please?—The pay is inadequate at present. For what he does, and the necessities he has to wear, a man must spend nearly his whole pay, and he has nothing to put by for the rainy day. Here is the expenditure.

[Produced.]

10470. What is your pay now?—50l. 16s.

10471. Is it your experience that the 3s. a-day is not the actual expenditure?—No.

10472. What is the actual expenditure in Cork?—About 2s. a-day for food.

10473. Do you include in the 2s. a-day the barrack servant?—Yes.

10474. I see there is an allowance of $\frac{1}{4}$ lb. of steak for breakfast, and $\frac{1}{4}$ lb. of beef for dinner. I want to know what things are there you do not get for the 2s. a-day?—I do not get the steak in the morning.

10475. Do you get anything instead?—I have eggs.

10476. Do you get every day, except Friday, on an average $\frac{1}{4}$ lb. of meat?—Yes, and more.

10477. Are you able to allow yourself some beer?—I do not take any.

10478. Then am I to understand you would not allow anything for beer in the 2s. 7d.—I would, 3d.

10479. This is the actual expenditure of an unmarried sub-constable at Cork?—Yes.

10480. Articles of provisions for thirty days you bring up to 3l. 7s. 10d. 7d.—Yes.

10481. That includes 22 $\frac{1}{2}$ lbs. of beef, which would give about $\frac{1}{4}$ lb. a-day at 11s. per lb. Do you pay 11s. per lb. in Cork?—No. Nearly all the men in Cork are dealing with the one butcher, and we pay 8d. or 9d.

10482. Do you get beef for 8d. 7d.?—Yes, the coarse parts.

10483. Do you use bacon?—We do sometimes.

10484. Then five dozen of eggs and 4 lbs. of butter; for cooking, 6s. That means the barrack servant?—Yes. We are paying 30s. to the servant, and we give her her dinner besides. This month there are only four men in the barrack to pay it.

10485. *Mr. Harrel.*—What does her dinner cost you a-day?—About 6d.

10486. That would be 11s. a piece for this month?—About 11s.

10487. *Chairman.*—That brings up the yearly expenditure to 40l. 14s. and the necessary articles of clothing would bring it up to 52l. 2s. 7d.—Yes. Then I have nothing left afterwards but 7l. to answer other calls.

10488. This appears to answer every necessary call that would be payable by you whilst discharging your duty?—Yes, for what I eat and my clothes; but there is nothing left for amusement.

10489. This is the actual cost?—Yes.

10490. How did you get this?—I averaged it as well as I could. My mess last month was 2l. 3s. 1d. If I had 3s. for eggs, 7s. 6d. for beer, and 5s. for butter, it would bring it up to over 3l.

10491. You have not added anything for cooking?—That is included in the 2l. 3s. 1d. The general mess includes beef, groceries, potatoes, sundries. There is no steak in the morning, or anything like that.

10492. Pass to the next matter?—Promotion I would put next to pay and pension.

10493. Give us your ideas on the subject of promotion?—There is an uniform system required in the force.

10494. Do you mean that the present system of promotion in counties to fill the vacancies in counties should be done away with in favour of a system of promotion from the whole force to fill the vacancies of the whole force?—I would have a system of promotion by counties.

10495. But a certain fixed principle which would secure uniformity throughout the service?—Yes.

10496. Tell us some of the principles which you suggest should be adopted?—I would have promotion in each county by seniority, and as the constables said, no man should be recommended for promotion except he had a certain number of years' service.

10497. What number would you suggest?—About eight years.

10498. Seniority should be accompanied by a certain literary qualification, and also technical knowledge of police duties?—Yes.

10499. And by a recommendation for seal as a policeman?—Yes; and the senior man should always get the preference.

10500. How would you propose that he should be examined, and his qualifications tested?—Let the

county inspector examine once a-year and send the papers to the Inspector-General for classification, giving so many marks for seniority.

10503. And so many, I suppose, for good police duties?—Yes; and if he had favourable records, and anything else, to count.

10504. Then that the promotion should be by seniority, subject to these considerations?—Yes.

10505. That is as regards promotion from the grade of sub-constable to that of acting constable?—Yes.

10506. Have you any suggestion to make as regards other grades?—It is the wish of the men that the select list should be done away with.

10507. They do not believe in the select list?—They do not.

10508. Is there anything else on the subject of promotion?—They think that vacancies in the rank of sub-inspector should be filled by head constables.

10509. Entirely?—Yes.

10510. Do you mean the whole of them?—Yes. At the last Commission the Inspector-General said that in the ranks the men were not sufficiently educated; but I think there has been a great improvement since. The men joining the force are far better educated than they were some years ago, and they are able to fill the post of sub-inspector.

10511. You think that is a reason that no longer exists?—I think so.

10512. Pass to the next matter?—The next is unfavourable records.

10513. We know what unfavourable records are and the result of them. Give us your opinion as to when they ought to be wiped out, and under what circumstances?—My opinion is, that if a man has three unfavourable records they should be wiped out after a good service of five years, and if only one unfavourable record two years' good conduct ought to blot it out.

10514. You mean it should be absolutely removed?—Yes.

10515. After two years?—Yes.

10516. But if he should be unfortunate enough to have three they should stand against him for five years from the date of the last?—I would wipe off one after every two years. Supposing a man had three unfavourable records, I would after two years wipe out one, after four another, and after five years the third. These records tell against a man's pension. I know a constable who was discharged five years' ago, and thirty years before that, for some neglect of barrack orderly duty, he was fined 2s. 6d., and they stopped 1s. a-year from his pension. I do not think the like of that is done in any other service. A man may live twenty years after getting out of the service, and he pays 20s. for the 2s. 6d. fine.

10517. What is the next subject?—Compulsory retirement after thirty years, and optional after twenty-five years' service.

10518. Are the men very strong on the subject of optional retirement after twenty-five years' service?—They are. A good many men would go at that service.

10519. Of course, on a proportionate pension?—Yes; whatever scale was fixed.

10520. Do the men take into their calculation that if they were permitted to retire at twenty-five years the probable chances of their obtaining employment in other walks of life would be increased?—Yes. They would be better able to do something for themselves.

10521. Have they fairly considered, now, that some members of the force might not only be fit, but be anxious to serve after thirty years?—I do not think there are many men anxious, except a head constable, who has not much to do. He would remain. At the same time, he is not fit for active duty.

10522. Pass to the next subject?—The next is

lodging allowance for married men. I am a single man. I know that married men are very poorly off. A married man with his family cannot feed himself properly on his present pay. I have experience of the force for twenty-five years, and up to 1866 they took only two meals a-day; and since 1866 they could only use meat three times a-week, and tea at night until 1874, when we got a rise of 1s. a-day, which only enables us to feed and clothe ourselves properly; we have nothing to lay by at all.

10523. But does it enable a sub-constable to feed and clothe himself properly—from your figures I see so far as bare subsistence goes it does?—Yes. Of course, every man would get married if he could, but he has no means to support a family.

10524. Go on to the next topic?—Officers ought to be sworn on Courts of Inquiry. It would give the men more confidence in their decisions.

10525. Is there anything else connected with Courts of Inquiry you wish to say?—I do not know much about a Court of Inquiry; I was never personally at one. A complainant ought to be liable to punishment unless there are good grounds of suspicion for the charge, no matter what his rank. For instance, at present a constable may make any charge and get off scot-free; but what I propose would be a check on him, if he was liable to punishment.

10526. The meaning of your suggestion is, that if a head constable or constable is reckless or careless there should be some means of bringing him to order?—Yes. I saw a most reckless charge brought by a constable within the past two years, and he was never reprimanded for it.

10527. Mr. Harrel—You are aware there is at the present time a protection against such charges being made at all in the shape of a direction to the officer to investigate those charges, and see whether the man should be reported or not?—Yes.

10528. And if in his opinion he finds the charge cannot be sustained by the evidence, so far as preliminary inquiry goes, no Court of Inquiry would be held?—No.

10529. Chairman—Go to the next matter?—The men feel it a great grievance that pay should be stopped from a man after three months' illness.

10530. This rule bears hardly on men when they are really sick, and want nourishment?—Indeed, it does. It is very hard when a man is injured on duty and gets a wound that prevents him from returning to duty for three months that he should have his pay stopped. Last winter I had to lie for twelve hours beside a ditch, and if I was a weak man I would be liable to catch cold, which would knock me up, and my pay would be stopped for three months.

10531. Go to the next subject?—That the allowance of 4s. 6d. a-night be made permanent, and be given when the duty commences before midnight and terminates after 3 o'clock a.m., provided a man is absent twelve hours from his barrack. For instance, last night I left my barrack at half-past 9, and if I went back at 3 o'clock I would be entitled only to 2s. I had to pay for my lodging and breakfast.

10532. You did not leave your barrack till half-past 9?—No. I came up by the mail train. If I left at five minutes before 9 I would be entitled to the night allowance, 4s. 6d.

10533. What is the next matter?—The fuel allowance is inadequate.

10534. Do you mean you do not get enough to do guard-room and cooking?—Yes.

10535. Do you seek to get enough for guard-room and cooking?—I do not think the present allowance would do the guard-room.

10536. Mr. Harrel—You are aware the Inspector-General has the power to give an additional allowance—half or a double allowance?—I never knew him to give it, except in one case in Cork. I was stationed in Queenstown, where we had fifteen men

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in mess. We used to burn 25 cwt. of coal in some months, and we applied for a double allowance, but could not be allowed it.

10534 *Chairman*.—Pass to the next matter?—That the officers be empowered to grant eight days' leave every four months. They can only grant four days' leave at present. I had only three days' leave during the past twelve months. A constable in charge of a station should be empowered to grant eight hours' absence to a man when he is not required for duty.

10535. Go on to the next point?—There is a change required in barrack regulation, section 9. When not required for duty, a man may be at liberty to absent himself for four hours. At present a man is not allowed to go more than a quarter of a mile from barracks, and he must be back in two hours. For a violation of that regulation there are instances of men being fined 3s. I was told of a constable in a certain county in Ireland who had his quarter of a mile marked out, and he watched a man and dogged him, and the man was fined 3s. by the Inspector-General.

10536 *Mr. Harrel*.—Do you know what the character of the man was previously, or was there any other circumstance connected with it?—I said that was rather strange, and I asked, was there any other circumstance connected with it—whether insubordination or impertinence; and I was told not, but that the constable had this specially marked in order to be able to come down on him.

10537 *Chairman*.—Is that rule carried out strictly in Cork?—No. I was brought to order once for it. I belong to Cork South, and I was in Cork North, and the officer told me I had no right to be there; but nothing came of it.

10538. I suppose, according to the circumstances of each locality, some reasonable distance should be allowed a man?—Of course, if the locality was disturbed or there was sufficient cause, he would not go so far.

10539. Go to the next point?—There should be more fair play given to complaints made by the men to officers or inspection. If possible, the officer should then and there investigate the complaint, and if it appears to him there was sufficient ground he should report and have the accused examined as a witness.

10540 *Mr. Harrel*.—The regulation at present is, that the officers' duty is a mere formal one to direct the complainant to put his complaint in writing?—Yes. It would be no harm if complaints were encouraged more than at present, and that the officers should see whether there were grounds.

10541. And then give his opinion?—Yes.

10542. Or, if it was a thing to be noticed by his superiors, to put it in writing?—I think it would be better if the officer put it in writing himself.

10543 *Chairman*.—What is the next matter?—The officers to be prohibited from making any remarks for or against the accused, except previous unfavourable records not wiped out, when making a report to the county inspector or Inspector-General. For instance, there may be a constable and sub-constable in a station not on very good terms, and the constable watches the sub-constable until he gets him committing some breach of the regulations, when he reports. In the meantime, he generally has a chat with the officer, and gives him the character of the man, and very likely the constable cannot say anything good of him. The officer sends the remarks to the Inspector-General, and very often does not inquire into the truth of what the constable says, thus misleading the Inspector-General. On the

other hand, if he has to report a favourite, he will give him a good character, and so the Inspector-General is misled.

10544. The men think that not only the direct charge, but any circumstances calculated to aggravate the charge should be stated on the face of the report which a man is called upon to admit or deny?—Yes; for instance, a man who gets drunk should be reported for that offence.

10545. But if there was anything in connection with the particular charge of drunkenness, such as being required for duty at the time, or his having been guilty of any irregularity at the time he was drunk, that it should appear upon the report that he was called upon to admit or deny?—Decidedly.

10546. And not put in submitting that report that the man perhaps had admitted it?—Yes. There should be nothing put forward about his previous character, except his unfavourable records that are not wiped out.

10547. Go to the next matter?—At present anything connected with the man is sent to the Inspector-General; but there is nothing sent to the man concerned except half-a-sheet of foolscap with the Inspector-General's minute on it. He has no opportunity of seeing what his officer said, and very often he is only told he is fined so much.

10548. What is the next matter?—The next is about the Constabulary Force Fund. A return should be sent to the force yearly of the amount of money received and the names of those who received gratuities during the year, and also the balance in hand. There is a great amount of money belonging to the men going into this fund, and we know nothing about it, how it is expended, or anything else.

10549. Pass to the next point?—Men not on duty should be allowed the same privileges as any other subject in taking refreshments in public-houses.

10550. Would you go in for allowing an unlimited permission in this matter?—I think if there was the men would not frequent them half as much as at present.

10551. They do go now?—Indeed, they do. If a friend calls on a man, he cannot entertain him in barracks, and he has no place but along the road. It is too bad if he cannot take him to some place.

10552. Is not there danger, on the other hand, that a man would get by degrees into a habit of constantly being in the public-houses?—I do not think so more than at present.

10553. Is there anything else?—There is an allowance required for the barrack servant.

10554. How much does her wages come to?—About 2s. a month.

10555. That is not the average charge throughout the country?—It is not. In some stations there are four men, and generally one or two of them married. That is a common case; and there may be only two men to pay for the barrack servant. If there is one man away from the barrack ten or fifteen days, the men at home will have to pay an extra call for the barrack servant.

10556. In that case if there is a married man either in barrack or out of barrack, he has to pay 1s. a month?—Yes. About married families in barrack—there are some barracks in which the families have not proper accommodation at all. It often occurs that the married man's bedroom and the men's bedroom are close to each other, divided only by a small brick partition. The men come in off patrol, and the children are howling. I think it is not right to be shifting men into holes and corners where there is not sufficient accommodation.

[The Committee adjourned.]

TWENTY-SECOND DAY.—29TH SEPTEMBER, 1882.

Present :

Mr. R. O'SHAUGHNESSY, M.P., Mr. R. W. A. HOLMES, and Mr. D. HARREL, R.M.

[Mr. Holmes was absent on public business during the examination of Constable Magill and Sub-Constable Maitland.]

Constable EDWARD MAGILL, examined.

10557. *Chairman*—You represent the non-commissioned officers of the County Donegal?—Yes.

10558. How long have you been stationed in Donegal?—About six weeks.

10559. Where were you stationed before?—In the County Down. I was also in Derry.

10560. How long have you been in the force?—Eleven years.

10561. Begin with the matter that interests the non-commissioned officers most?—The first thing is, that we seek an equalization of pension with that of the men who got in previous to 1856.

10562. Tell us the grounds upon which you make that claim?—As it stands now, at thirty years' service I would be entitled to only thirty-fifteenths of my pay as pension. I say that thirty-fifteenths of my pay would not keep me in any sort of a respectable way. In fact, I could not live upon it. I would have to go to the workhouse or some other place if I did not get a situation.

10563. When you entered the force did you make any inquiries as to the pension you would be entitled to?—No, I never made inquiries, but entered unhesitatingly in fact. The pension I would be entitled to after thirty years' service would be totally inadequate. It would not support me, and if I were a married man I could not live at all on it.

10564. You, being so young, will probably be a head constable when you retire?—It is only a probability.

10565. But assuming you were, your pay would be 91d. a-year?—Not now.

10566. Your pay as a head constable would be 91d. a-year at the present rate?—Yes, first-class.

10567. Thirty-fifteenths of that would be 54d. a-year?—Yes.

10568. Suppose you got 54d. a-year, going out at the age of 45, do you think that many men in the artisan class, or many clerks, manage to have laid by from their savings what would bring them 54d. ?—You cannot suppose a policeman to be in the line of an artisan. An artisan has many ways of living when he comes to that age.

10569. You mean that he is able to continue at his work, and that he does not want a pension?—Yes; he may have many little things that a policeman has not at all.

10570. What has he, for instance?—His wife. A policeman's wife is not allowed to do a single thing.

10571. A good many men have given evidence that certain occupations should be thrown open to the men's wives—for instance, teaching?—If a constable's wife is able to teach music, or if she is a dressmaker or milliner, let her keep a little respectable shop.

10572. Are you aware that in no force except your own and the older members of the Dublin Metropolitan Police do the men get pension equal to pay?—I do not know any other forces; but other forces are not bound up in the same manner that we are. The men in other forces are better paid, and have better allowances granted them than we have.

10573. Have you looked carefully at the payment of other forces?—From time to time I have.

10574. I suppose your attention has been drawn more to the well-known forces, like the London Metropolitan Police?—Yes. I cannot recollect them pay at the present time, but they are better paid than we are.

10575. Have you looked at some of the rural districts in England—for instance, some of the southern counties?—No.

10576. We will give very careful attention to the comparative rates of pay; go on, please, with your argument?—As I said before, the 54d., or what I would be entitled to, would not keep me at all, and I could not live on it, and when I got out at 45 years I got out on pension, and I am unfit for any other situation except to act as porter, or mind a gate-house, or something like that. An old police pensioner is not favoured in the way of a situation.

10577. At present perhaps not; how was it in the past?—It was just as bad in the past, because the majority of the police pensioners I have seen have got a gate-house, or some similar "luck."

10578. *Mr. Harrel*—In what district?—Downpatrick, Rathfriland, and Banbridge.

10579. Were there any police pensioners in Rathfriland?—Yes, I know one or two there.

10580. What sort of employment are they in?—There is one man at Warrenpoint, and I believe he is collecting the rates for the town, or rents. In fact, I do not know of any other police pensioners in a "luck." There are only two in the district.

10581. In the neighbourhood of Downpatrick?—There are a number scattered about. I know one at Killybeg who is a kind of bailiff under Lord Bunsow, and there is another in Smithfield who started a bit of a shop.

10582. *Chairman*—How did he fare?—Middling.

10583. What kind was the shop?—A grocery.

10584. *Mr. Harrel*—Was the man who is sub-agent at Killybeg pensioned after the increased rates of pay were granted in 1874?—I think he was.

10585. Recently, since the pensioners have been retiring on the increased pay, is not there a larger proportion of them unemployed than of those who retired on the smaller scale granted before 1874?—Yes.

10586. Did it ever suggest itself to you that their necessities were not so great, and that they did not make the same effort to obtain employment, that, in fact, they are able to live without doing anything, and that therefore they did not make the effort to obtain situations they formerly did?—The reverse is the case. They are trying everywhere to get situations, but get none. Go into Belfast, and there is not a street you turn into that you will not find an old pensioner looking for a "luck."

10587. What sort of situations do they generally look for?—Trackers, and travelling for some firms, taking orders. I know one or two men travelling.

10588. But to put it finally, is it not a fact that since they received the very large pensions, and are

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thereby able to live independently, they are harder to please in the situations than those who retired previously upon smaller pensions?—I do not know that. If the pensioner is an intelligent man, as many of them are, when he retires he would like to get a good situation, in which to live respectably, instead of sticking himself into a gate-house.

10589. *Chairman*.—Go to the next subject?—The next is a substantial increase of pay of at least 1s. a day to all grades, from head constable down.

10590. What set of men want this increase the most?—The married men more than any others.

10591. Are you a married man yourself?—I am.

10592. *Mr. Harrel*.—Were you transferred on marriage?—I was.

10593. So that, in fact, it is only six weeks ago since you were married?—Longer than that, since the month of May. They gave me a little time to look round me in town.

10594. *Chairman*.—You think the married men stand most in want of it?—Indeed they do, although the single men require it badly, the married men require it most of any.

10595. Take the case of a young fellow doing duty for the first couple of years, I presume that has pay is, at any rate, able to keep him?—It is able to keep him, and nothing more. In fact, it is not able to keep him when all things are calculated.

10596. A young man carrying on for the first couple of years, no matter what trade, can be expected to be able to save money—is not it very well for him if he is able to live comfortably for a couple of years, or a little time?—A young lad goes to a trade earlier than we join the police.

10597. Is there any trade at which a man is able to save money on his own account at eighteen years of age?—Very few, if any; I do not know of any trade where they save anything for the first couple of years.

10598. Well, go on; make your case?—The reason why I look for an increase of pay is this, that the present pay is unable to keep us with the high rate of messing, and every other thing combined.

10599. When you speak of the high rate of messing, you point rather to the fact that people, and particularly policemen, are for the last few years living better than before?—I do not know that either; because before, provisions were far cheaper than now.

10600. Then what matters have increased since 1872?—Take, for instance, beef.

10601. What are you paying for beef now?—8d. in the present station. You need not call it beef if you do not like. It is only a kind of beef. At the last place I paid 10d. for it, and then I had to pay for the carriage of it 5 miles.

10602. Is that an increase on ten years' ago?—Ten years' ago meat was not so dear as now.

10603. Are you quite sure now that, taking the year 1874 or 1875, in Ireland at that time beef was cheaper than now?—I cannot say what it was; I believe it was something cheaper than now, because cattle are at a tremendous price now.

10604. What other things do you point to?—Butter, for instance; we are paying at least 1s. 2d. per lb. for it.

10605. What did you pay ten years ago?—1s. and 1s. 1d. Now it is 1s. 2d., and sometimes as high as 1s. 6d. Tea and sugar have gone up in price.

10606. Yes, has not?—We need to get very good tea at 3s., and now we are paying very nearly 4s. per lb.

10607. You are being very unfairly treated in that respect. It appears to me that the policemen in Ireland are punished in the matter of tea?—Then meat has gone up in price terribly.

10608. Does meat enter much into your mess account?—We are bound to have a little porridge at night. We have to pay for a cook, and the wages of a servant have gone up greatly.

10609. What was the former rate of wages for

the servant?—It differs every place. At some places you will get a woman cheaper than at other places.

10610. You speak of a difference between former times and the present?—Yes.

10611. Has it gone up 20 per cent.?—I am sure it has.

10612. Has it risen with the rate of wages through the country?—It has.

10613. How many are there in your barracks?—The entire strength of the station is thirteen men.

10614. What do each of you pay a week?—We pay 4s. 6d. a-month, but then some men have to pay more than that.

10615. Where there are a few men in the barracks?—Even when there are ten men in the barracks, the constable, for instance, has to pay 10s. a-month. I am only giving 4s. 6d. In some places they pay 5s. and 10s.

10616. Not with as large a number of men?—That has increased on us to a great amount. The cost of fuel and light has gone up greatly. We used to get coals at 12s. and 16s. a ton. When a man pays his mess for the month, and cleared himself with regard to other little things, he would want a little money in his pocket to save for a rainy day.

10617. Take the case of a man who got in before 1866, and is entitled to a very good pension, the Government is making large savings already for him?—Yes; he will have a fair pension.

10618. Therefore, it is not very likely if he conducts himself well that he will ever have a rainy day, because he will be always sheltered?—It is hard to say. We do not know what is before us. A policeman, above all men in the world, does not know what he has to encounter. He goes into the street in the morning and may have an eye knocked out of him, or get his arm broken.

10619. But are you aware that if it is done there is a special provision?—Yes; but there is the point—if he is put into hospital he must have full dietaries, and so on.

10620. Your argument for increased pay is not so strong in favour of the old men as in favour of the men who joined since 1866?—It is in favour of the men who joined since 1866 I am saying.

10621. *Mr. Harrel*.—You can hardly plead double; because you ask that the pensions of the men who joined since 1866 be equalized with those of the old men, and you ask that you may then have money in your pocket for a rainy day. We think if you were placed on the same footing with the old men the rainy day cannot occur. One of the reasons the pension is given to public servants is, that it is supposed the pay they receive whilst serving is necessary for subsistence in actual expenditure?—Yes.

10622. That scarcely harmonizes with the theory that the pay should be made such during the period of service as to enable a man to save and provide for his old age as others in the private walks of life who will not be entitled to pension?—I want a man to have a little money in his pocket to meet the demands on his purse.

10623. Then you would not expect to be in a position to save up a large amount of money with the view of having it available on retirement—it would be more to meet the passing requirements of your position rather than to lay up a large sum at the period of retirement?—Yes.

10624. *Chairman*.—Go on to the next?—The next item is a lodging allowance for non-commissioned officers not accommodated in barracks.

10625. You are not accommodated in barracks?—Indeed, I am not. I am paying nothing at all, I am paying for my wife at home, because where I am stationed I could not get a house to stay in. For a small little cabin you would not stick a cow into the men are paying 6s., 8s., and 10s. a-year.

10626. How long were you in the force when you married?—I was ten years and three months.

10627. Of course, you have leave to marry at seven years' service?—At seven years clear in a county.

10628. Suppose that leave were allowed to stand as it is, and an allowance were given after ten years, that would go a long way to meet the claims of men prudent enough to postpone marriage?—I want to prevent young men from sticking their heads into danger too soon.

10629. What is your opinion upon that subject?—I would allow no man to marry at less than ten years' service. There are a number of young men who run headlong without considering it.

10630. Do you make that as the representation of the non-commissioned officers?—As representing them; I do not take every one, but they do agree with me.

10630*. Do you think you express the opinion of men outside Donegal?—From time to time, passing through the counties I have been in, I learned that some young men would go in for getting leave to marry at five years' service; but where you would get three to go for five you would get ten in favour of marriage at ten years' service; I think the time for letting young men marry should be raised.

10631. We had one young man here who said if you got over a certain period of danger the temptation to marry would disappear altogether. Is it with the view of that you make the suggestion?—When a man is ten years in the force he sees what he is doing; he has his eyes open to everything, and he will not get married until he has some experience.

10632. Mr. Harrel.—But surely seven years' duty is a considerable period in which a man may look about him and obtain some experience?—My own feelings were, that when I was about twelve months in the force I was jumping mad to get married, but the effect passed by. I am asking for 10*l.* a-year as a lodging allowance for married men, and they think it is a very small item; because in large towns it is a very poor house you will get for 10*l.* a-year.

10633. Go on to the next point?—Compulsory retirement is the next thing. We would have compulsory retirement at thirty years, without going through the formality of having to come to the depot, because when a man puts up thirty years they say he has a right to retire.

10634. You would have a right to retire without going to the depot?—Yes; but there is a rule that a man is hauled up to Dublin, to go before the Medical Board, and he would as soon go on for two or three years' service more. Supposing he does not pass then, he is stuck into hospital, and the doctors are whacking away at him until it makes an old man of him. There should be optional retirement at twenty-five. If a man chooses to go at twenty-five, let him, and give him his pension accordingly, and between twenty-five and thirty let him be paid for the number of years in proportion.

10635. That applies only to the old men. You get your pension by yearly increments?—Yes.

10636. Pass to the next subject?—We want the present extra pay given to head constables and constables to be made permanent, with the addition of 6*d.* to the head constable.

10637. The head constable has already 6*d.* more than the other ranks?—Yes; I would give him 1*l.*

10638. Go on, please, to the next?—We want to have the present stationery allowance of 2*s.* 6*d.* to constables in charge of stations made permanent. The writing to be done takes it all.

10639. In old times 2*s.* 6*d.* would be enough for the amount of writing to be done?—I am sure it would. Only a few months ago we were allowed 1*s.* a-month, while I often spent 2*s.* There is no constable would do it for 1*s.* a-month. In some stations there would be as much writing as in a solicitor's office.

10640. What is the next matter?—That the allowance to the assistant storekeeper be increased.

10641. How much do you suggest?—1*l.* a-month.

10642. That would be 12*l.* a-year, instead of 7*l.* 10*s.*?—Yes.

10643. Pass to the next matter?—That there be no stoppages from the pay of sick men.

10644. That is the ninety days' system?—Yes. That regulation should be abolished, except under certain circumstances.

10645. Chairman.—What circumstances?—Suppose a man incurs contagious disease by vicious habits, by all means curtail his pay.

10646. Mr. Harrel.—Was not there always a regulation by which a penalty was imposed on a man when suffering from disease even before ninety days?—Yes. There should be no stoppages at all in the case of a sick man; because they say it is an English system introduced into the police force, and it should not be at all.

10647. So far from its being ninety days in the English system, a policeman's pay in England when he is incapacitated from duty is reduced 1*s.* a-day, and he is obliged, out of his own private resources, to subscribe to clubs, as other men are, to get medical relief?—We want that done away with entirely.

10648. What is the next matter?—Unfavourable records should not militate against a man retiring on pension; because we say when a man gets drunk, or commits any other offence or breach of discipline in the police force, he is reported for it, and ten chances to one he is punished or fined, and we say he has paid the penalty there and then for the offence, and that he has no right whatever to be paying when he goes off on pension. An unfavourable record should not count against a man at all going out on pension.

10649. Do you suggest that it should count against him for any other purpose?—Five years' good conduct should wipe out an unfavourable record.

10650. And never be taken into consideration for any object afterwards?—Yes; because many a good man will fall, and often to the best men in the force these things will happen. In his young days a man has not much sense.

10651. Go on to the next point?—Promotion should be from the ranks and officers' some exclusively. We say that promotion should be given to intelligent head constables. Let selection be made, and if they are able to pass the examination, let them be promoted. They are men of long service and experience in the working of the force. The officers do not know the working of the force until they are three or four years in the service, and when sent to a county they are under the head constable, who is instructing them in office work and everything else.

10652. The head constable is not engaged in office work at present?—Not at present, except in the absence of the sub-inspector, and that is the case at a great many stations.

10653. So that does not apply at present?—No.

10654. Chairman.—Go to the next point?—The next is the select list. No man should be eligible to compete for head constableness until he has sixteen years' service at least, and the reason is that in some counties, including Down, Louth, and Kerry, young men are promoted very early at three, four, and five years' service. In fact, if you look at them they are more boys just after leaving the mother's apron, and yet they have three stripes. At sixteen years' service let a man have a chance of competing for head constableness, and if he passes, let him get it.

10655. Pass to the next?—That the senior be not responsible for the junior, unless it can be proved he connived at or showed wilful negligence in regard to the offence. To illustrate takes: two men go on town duty. One of them is fond of "a drop of the creature" now and then, and he knows the senior

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HAR will not let him run into a public-house; but what does he do? He makes an excuse to walk into his harem, and he gets the servant to slip out the back way for a half-pint, he then drinks it, and in half-an-hour he is stuporously drunk in the street. Perhaps the head constable finds him drunk, and he holds the senior responsible.

10656. Mr. Harrel.—Have you known any instance lately where it was shown to occur in that way?—I have heard of it often. I have been along with a junior man myself, and that occurred.

10657. But you were not punished?—No; but I might have been punished. If they escape being caught it is a half-a-bowditch, nothing more.

10658. Chairman.—Go to the next matter?—We say the termination of leave of absence should be at 12 o'clock at night.

10659. Do you consider in connection with the 12 o'clock at night that the constable should be obliged to sit up?—Yes; I am not pressing that.

10660. Do you think roll-call is not a very reasonable time?—Yes; I would put in roll-call.

10661. So you rather withdraw the suggestion as to 12 o'clock at night?—Yes; when a man is interested himself in the point. The reason I asked the leave to be extended is that some of the men, for instance, in Donagall, should leave home two or three days before their time being up to get to the station.

10662. That is on account of the difficulty of locomotion in Donagall?—Yes; and in other places.

10663. Pass to the next matter?—The allowance of fuel and light should be, in my opinion, 11. a-month.

10664. Do you say that on the principle, that you ought to get fuel for the cooking, as well as the guard-room?—For both.

10665. What is the next point?—An allowance for boots should be granted.

10666. What is your experience as to the amount wanted?—So far, I am only speaking from what I have heard and what it has cost me. I have nearly worn out a pair of boots within the last month running over rough mountains.

10667. At what amount do they put it down?—About 2s.

10668. Pass to the next matter?—Some of the officers and the constables under them treat the men harshly in a manner I could hardly describe.

10669. Do you mean with roughness of tone?—Yes.

10670. Have you been directed by those who sent you here to make that representation?—Yes; by some of the men.

10671. Mr. Harrel.—Is not the assumption of such a tone or such a demeanour towards the men on the part of any constable, head constable, or officer entirely contrary not only to the spirit, but the letter of the regulations laid down for their guidance by the superior officers of the force?—Indeed, it is.

10672. Chairman.—Go on, please?—Men should not be kept in wild stations without getting a chance. In Donagall, for instance, they never get out of a back station. They get like the natives in a short time, and some of them are wild enough.

10673. Mr. Harrel.—Surely there are a great many backward stations in the rural districts in Ireland?—But I would say, give every man a fair turn in them.

10674. You do not agree with some of the witnesses, who object to be transferred?—I am stationed in Donagall myself.

10675. The objection would be in being sent from a good station to a bad station?—Yes. The men should get a fair turn of the good ones as well as the bad ones.

10676. Pass to the next point?—The full cost of making up the uniform clothing should be granted.

10677. What is the fair average?—7s. for a tunic, and 3s. for a pair of trousers.

10678. You propose that the present allowance should be increased?—Yes. The make-up frocks should be done away with entirely; otherwise supply as with a better article.

10679. You think the material is inferior?—The material is inferior, and the frocks do not fit.

10680. You are aware they are not intended to fit the figure?—They are not; but there should be some shape in them—they should not deform a man, like a bag tied in the middle.

10681. After all, are not they comfortable things in hot weather?—In July and August they would be very useful, if of better material.

10682. Pass on to the next point?—The present helmets should be done away with.

10683. Why?—Because they do not serve the police at all. There should be some sort of a light head-dress that would have some hold on a man's head.

10684. Do you mean that the present helmet does not keep on a man's head?—It does not.

10685. Chairman.—This is not merely a question of fashion or comfort, but a practical question?—Yes. We find in practice they will not work at all with us. Suppose I catch a prisoner; if I have to pull him off the ground and drag him along the hot tipples off, and I must be grabbing for the hat and the prisoner.

10686. Mr. Harrel.—There is a chain to it?—There is; but it does not stick on.

10687. Does not that result from the fact that these helmets are occasionally too small as to measure?—If they go far enough down on the head, the policeman's face would not be seen at all.

10688. Chairman.—Some people would be delighted with that?—Perhaps so. As regards the forage cap, there should be an improvement upon the present one.

10689. As others say, it wants a peak?—Yes, to keep the sun off and give some shelter.

10690. Is there anything else?—The clothing should be served out in proper time, not to have us running about half-naked.

10691. The annual distribution is in September?—Yes.

10692. Has there been irregularity in the distribution of the clothing?—Yes; for the last two years. They are six months behind the time. The last time they were not issued till the month of March, and the men had to put their hands in their pockets and purchase uniform clothing.

10693. Were not they repaid?—They were not. I myself had to purchase a pair of trousers.

10694. Was that purchase rendered necessary by the delay?—It was. I took good care of the clothes, but was not able to make them last the time.

10695. Is this a complaint you have heard generally made by the men?—Yes.

Sub-constable THOMAS MCCART, examined.

Sub-Con-
stable
T. McCar.

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10696. Chairman.—You represent the sub-constable of the County Donagall?—Yes.

10697. How long have you been stationed in Donagall?—About seven years and eight months; it will be eight years in January next.

10698. How long have you been in the force?—Eight years and three months.

10699. Where were you stationed before being in Donagall?—I have been all my time there, except while I was at the depot.

10698. Go on with the various matters you wish to bring under notice?—I propose taking pay first as the most pressing need. Still, in the long run, pension is most to be dreaded.

10699. Go on with the subject of pay?—In the first place, inasmuch as the pay is insufficient, it should be increased; and I do not think there is any comparison at all between our force and the English and Dublin forces. If an artisan learns a trade, he can teach that trade to his family, and thus they are no burden to him. As regards other police forces, they are hardly ever removed from one place to another; but we have to go to Belfast, Derry, Tyrone, Cork, and wherever we are required to move, and that occasions expense.

10700. I suppose you are aware the English policemen can be moved from one end of a large county to another, say, in Yorkshire, 70 or 80 miles?—But it is not the custom.

10701. But now transfers cost the men nothing; the Government pay the expense?—Yes; what is considered reasonable, but not the actual expense.

10702. What you say is that, outside the actual expense, there is money lost to the constabulary man on removal?—There is, certainly. If a man were to be permanently at a place, he could make some provision by having coal in his house, or live in a comfortable lodging-house in twelve or fifteen years; whereas if he is only there six or eight months, he cannot.

10703. Surely transfers for so short a time are very uncommon?—No. I have known men to be removed three times in three months.

10704. Mr. Harrel.—Do you mean married men?—No. I have known married men to be removed twice in a year.

10705. (Chairman).—Was it their own fault?—Not that I am aware of.

10706. You know the Government have now taken upon themselves the ordinary expenditure of transfer?—They make a provision. A man will get what they say is reasonable, but that is not the actual cost.

10707. Is not it likely they will be far more slow in transferring men for the future, seeing that it is their themselves will have to pay?—Yes.

10708. Mr. Harrel.—Speaking of your knowledge of a married man having been transferred twice in twelve months, was it from any fault or against his desire?—He may have made a private move on the head of it; but he did not make an application.

10709. You are not prepared to say it was against his wish?—I am not.

10710. Was it to get barrack accommodation, or something or another?—It might be. I have known single men—

10711. Stick to the case of the married man. You gave an instance that ought not to go down without explanation. As regards that instance of a married man who was twice transferred in twelve months, you are not prepared to say it was against his own desire?—No.

10712. It may have been with his wish to get barrack accommodation?—No doubt of it.

10713. Chairman.—You know nothing of the circumstances except that he was transferred?—Yes. I give as a reason why our pay should be increased that our duties are dangerous and arduous. In fact, a policeman does not know the extent of his duties. His day's work is never done. If he goes to bed, say, at 10 or 12 o'clock, he does not know but in half-an-hour he will have to get up. In addition to that, a man is sometimes prepared to leave his meals, when he is called out on duty, and he cannot wait. For instance, an escort comes by public car from another station. The car will not wait; and the man whose turn it is to go must step off to catch another public conveyance.

10714. These things are rather peculiar to the last two or three years of trouble than to old times?—Yes. They have to proceed to another town,

which may be 12 miles, and that whilst their dinner was being actually prepared, so that they have to undergo expense in the way of getting a dinner.

10715. Mr. Harrel.—Is not such an unfortunate coincidence as that rather unusual?—It is not so unusual at all.

10716. When did it happen with you?—I see the men at the station often having to go.

10717. When did it arise with you that you had to leave your dinner and go away like that?—I am on office duty for the last two or three years.

10718. Then it has never occurred with you?—I do not say "never," but I do not recollect when it occurred to myself personally.

10719. Chairman.—In that matter you speak rather on behalf of those whom you represent?—Yes.

10720. Mr. Harrel.—I ask you these questions because it is only right to have not merely what you wish to advance, but your own personal experience. You are aware that in every position in life we are subjected to inconveniences occasionally, and sometimes often?—In consequence of living in backward places like Donegal, or in backward stations in any county, we have to pay for the carriage of provisions, which makes these dearer on us than in the case of a man living where they could be had. I myself was in a station about eighteen months, and we had to pay 1s. 2d. per lb. for every pound of beef we used, through having to pay for the carriage.

10721. How far were you from the market-place?—Nineteen English miles by public car. They have no conveyance, and the man who supplies the barracks with groceries sends a special cart, and it is natural to think that he charges what pays for the cart, so that things come higher than they would in a village.

10722. Do you mean 9½ miles distant, or 19 miles distant?—19 miles. That would be 38 miles there and back. They get the goods now in a village nearer, but inferior articles.

10723. How far is the village from where the cart comes?—Six English miles. When we pay 1s. 2d. per lb. for beef, we pay proportionately high for the carriage of other things, as bread and groceries.

10724. Have you any suggestion to make on the subject?—Unless the cost is paid, it is a reason why the men's pay ought to be increased. Again, we have to do duty under peculiar circumstances. We are out in all states of weather, almost breaking down the constitution. The duty being so hard, it is a reason why we should use better food, so that the men would be dearer now than in days gone by. I think, in fact, that would be a stronger reason for increased pay than the rise in provisions; because I know we use far more food, and superior food, to what we did use.

10725. On the average, how many hours' duty do the men at your station do a day?—It is difficult to tell, between night duty, and escort duty, and town duty.

10726. Escort duty is mainly done on cars?—It is.

10727. That is more or less fatiguing, but still it does not take a great deal of physical energy out of a man?—No; only, as I was saying, that it takes a man away probably from his regular meals.

10728. You said you yourself are employed in the office?—Yes, as an inspector's clerk.

10729. As to the men of the station where you are, how often are they on patrol, and what is the duration of the patrol?—Is it the night duty—not speaking of the day? Because, no matter what night duty a man does in a country place, he is still available for the day duty.

10730. The night duty in a rural place consists in patrolling. How often is a man, on the average, on patrol?—Two nights in the week.

10731. What is the duration of the patrol?—Three hours, and something more; never under.

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10730. Those patrols are performed at hours varying from 9 and 10 o'clock at night to 4 and 5 in the morning?—From 10 P.M. to 6 in the morning.

10731. In addition to these patrols, on the average, how often is a man on duty during the day?—In fact, the men at our station, with one or two exceptions, are employed every day. There are two men on town duty, and there is one man on beat duty.

10732. How long are the men on town duty?—They keep it up from parade at 11 o'clock.

10733. That is, they go up and down occasionally, and go into the barrack occasionally?—They are about half of the time on and half off.

10734. In addition to that, there are other duties?—There are day patrols and rural patrols.

10735. What is the duration of those?—All patrols are of three hours' duration. We have sometimes to do patrols which are not so long.

10736. Supposing a man were circumstanced so as to do three hours' day patrol and three hours' night patrol, that would be six hours in the day?—Yes, but it deprives a man of his night's rest.

10737. But it would be six hours that day?—Yes.

10738. Seeing they only, on an average, do a night patrol twice a-week, that would be an unusual incident of duty?—It very often happens.

10739. But it does not happen anything like every day?—Not every day, certainly.

10740. When comparing your duties with those of other police, you would not think that that, even if performed every day, would be a severe duty; would it be as severe duty as an everyday performance of eight hours' work, absent from barrack, that is to say, three hours by day and five by night?—I think that the duty properly belonging to the station is not so distressing at all if confined to that, but a man performing that duty may be called away, for instance, to evictions. He has to carry arms.

10741. A policeman is examined to see if he is strong enough to do that before being admitted into the force?—I do not care how strong a man is, it distresses him and breaks him down. No state of the weather will save a man going on duty, no matter how it arises, even with regard to night patrols. The patrol system must be kept up, and the men on guard is equally harassed unless where, perhaps, he was on patrol the night before, but then he would lose the night's rest the following night.

10742. Is not he allowed to take off portion of his clothing and lie down in the day-room from 10 o'clock at night to 6 in the morning?—Yes; but he must have a very unsettled sleep; he must call the men in proper time.

10743. But it is not as bad as sitting up all night?—No. Again, men are on protection duty. A man visits the village who is supposed to be obnoxious, and patrols must go out. There is no limit, it is according to the necessity.

10744. Do you mean accompanying persons for personal protection?—Persons under supervision who have not special police protection. The police must go before them on the road, and sometimes they will tell when they are returning, and sometimes not.

10745. Pass to the next point?—The pay at present is very small; my pay is 11. 1s. 8d. without deducting cottage, and I have to support a family on that.

10746. Chairman.—Then you are married?—I am; and a married man has nothing to resort to except his pay.

10747. Unless he has got some fortune with his wife?—The fortune, as a rule, is small. Girls who have means do not wish to throw themselves away on policemen, knowing how they are embarrassed, and the danger attendant upon the service. Any other married man could make some provision; for

instance, if he had a boy at school, he could keep him there until he became assistant teacher, but a policeman may be removed. I have here a summary of a month's expenditure.

[Produced.]

10748. You put down the month's expenditure for a man with a wife and child; lodgings, 15s. a-month; half a ton of coal, at 18s. 6d. a-ton; 20 lbs. of beef, at 8d. per lb., 11 6s.; items for fish for Fridays; eggs; 7½ lbs. of butter; potatoes at 5d. per stone; 3 lbs. of tea, at 3s. 4d. per lb.; 10 lbs. of sugar, at 4d. per lb.; matches, stamps, stationery, and newspapers; shirts, drawers, and inside-clothing generally; clergyman's fees; barrack servant, 1s. 6d. a-month; plain clothes, at 5s. a suit for five years, being 11s. a-year; wear and tear of beds, bedding, and furniture, and 100 little things that cannot be enumerated; clothes for wife and other members of family, 10s. a-month for each, making the whole 71. 8s. 0½d., or a yearly expenditure of about 882. 3s.—Yes.

10749. If that be the rate for three persons, how do you account for so many men marrying at seven, eight, and nine years' service?—They never consider it.

10750. Have not they the example of the other men before them?—Yes; but a person promises to get married, and he does not wish to break the promise.

10751. Do you not think there are lots of men with a wife and child, or with a wife and another person, living quite as well as policemen live at 88l. a-year?—Yes; but they are men who can be engaged at other things.

10752. No, but even men whose income does not amount to 88l. derived from other sources; do you not think this is rather an overdrawn picture?—I do not think it is.

10753. Perhaps you think this is more what he ought to spend than what he does?—He could not spend it now without running into debt-lodgings.

10754. But he manages to live without spending so much?—Not quite so much, because he may have a stock of clothing when he gets married, and his wife may have both bed clothing and other clothing. Throughout the stock of clothing goes out of order, and he will not be able to replace it.

10755. Go on, please, to the next matter?—Pensions come next. I go on the principle that the men would require nearly as much to live upon when out on pension as when in the service. A man will have his family growing up, and he will be trying to get them employment, so that it would be necessary to put them in such a way as to pay their way on getting a situation.

10756. You refer to the probable necessities of a man's life when he is likely to retire?—Yes.

10757. Pass to the next argument?—What a man would be entitled to at present who joined since 1866 it is unnecessary to say anything about, it is so clear to anybody that it is too little; it would not be able to maintain a person at all.

10758. Perhaps not by itself, without some assistance of another kind?—A single man might live upon it. I have no doubt at all that if the men knew the scale of pension that is provided they would not join the force. If we take as many men as we have policemen in any other class of life, it is reasonable to expect that a good many of the 12,000 will have some provision after thirty years, but a policeman is just as badly off the day he has his thirty years completed as when he joined.

10759. Do you think it is likely, so far as money down producing an income goes, that many men of the artisan class at the end of thirty years have what will bring them in 50l. a-year laid aside?—No; but most of them are settled in such a position it is not exactly a money income they have. The family are provided for in such a way that they will be no burden to him. A man may have

settled down upon a farm, and he will have a provision.

10760. We understand that aspect of the question thoroughly; go on to the next matter?—That disposal of the pension system altogether, with this exception, that we propose that men should be compelled to retire at thirty years' service, and that it should be optional with them to retire at twenty-five, receiving a pension proportionate to his service. Some provision should be made for men who, by duty, are incapacitated before they arrive at fifteen years' service, as they join strong healthy men.

10761. You say if a man loses his health?—Yes; if the loss of the health can be attributed to the duty, some provision ought to be made besides the actual compensation. I would say that a pension ought to be given any time after ten years' service that a man loses health from excessive duty. I am quite satisfied that if the pension is not increased the men will never be content, no matter what increase they would get in pay or lodging allowance. They ought to get a pension to live in comparative respectability on leaving the force.

10762. That shows, in the long run, that the pension question is of paramount importance?—Certainly.

10763. Pass to the next subject?—Married men not accommodated in barracks ought to receive a lodging allowance of 10*l.* as an average.

10764. You are not accommodated in barracks?—I am not.

10765. What do you pay?—I have only two rooms in a house. They are wretched damp rooms. If I could get rooms anywhere else I would not live there. I pay 10*l.* 10*s.* a-month—4*l.* 10*s.* a-year, but some of the men of the district pay 12*l.* a-year. When a man is permitted to marry he should get an allowance; if a young man is thrust into debt too young it will be hard for him to get out of it.

10766. Mr. Harrel—Do they not seek to get married as an indulgence?—Yes.

10767. Can you upon any principle ask that a man's wife and family should be supported by the State as well as himself?—Men in any other branch of life will have such a position that they will be able to maintain themselves.

10768. Do you know any shopkeeper who gives an assistant a larger sum because he is married than to an assistant who is single?—His wife is set hand up in any way.

10769. When you joined you joined voluntarily, and of your own free will married. Is not a man in every calling in life bound to look to his own personal concerns, and not to throw himself upon the consideration of his employers, whether Government or private individuals, in every contingency which may happen to him in life?—So far as joining voluntarily is concerned, I did not know what I was joining for; nor did I know what it was to be married.

10770. You are vindicating this with candour and honesty of purpose, but I want to point out that in other circumstances of life men are not allowed to advocate those claims, and that they are not entertained?—But there are no restrictions placed upon married men in other walks of life. They can engage in other things, and the wives can engage in sewing or teaching to make a penny by it if possible. I think if an allowance be granted at all, as I hope it will, it ought to be granted to all married men alike who are not accommodated in barracks.

10771. *Chairman*.—Go on to the next subject?—Promotion. I think that after, say, eight years' service all men should be allowed to compete, allowing a certain number of marks for each year's service, so that the seniors would have an addition over the juniors. Under the present system I would almost call it a disgrace to see a man of four

years' service placed over a man with eight years' service.

10772. Mr. Harrel.—You would suggest a system of promotion of which seniority would be the basis?—Yes.

10773. And that other things, such as literary capacity and knowledge of police duties and general conduct should be also counted?—All men over eight years' service should be allowed to compete, each man to receive a certain number of marks for every year's service, so to give a man of long service an advantage over his junior.

10774. *Chairman*.—Have you any other suggestion to make with regard to promotion?—Promotion to the rank of head constable affects sub-constables in the future, and I think the same principle should apply, that no man under eight years' service should be allowed to compete, because there will be plenty of men of upwards of that service available, and I would say thirteen years' service as the necessary qualification.

10775. Having suggested that thirteen years' service would be a fair time to allow a man to compete for head constable, have you any other remarks to make?—Yes; similar marks should be given as in the case of sub-constables, so as to give seniority a fair, but not a preponderating advantage. There should be a test by which no man should be promoted except he was competent for the rank to which he sought promotion, and junior men should not be promoted at the expense of seniors.

10776. What is the next matter?—Unfavourable records are complained of very generally by the men. Any man, be he ever so good, may easily get a record at present, and that causes all the men to go in for their abolition after a certain period of service. Others think that in competing for promotion good and bad conduct should be taken into account. Suppose a man to have one record, he should lose so many marks for it; if two, double as many, and so on; and in the same way marks should be given for favourable records. Again, if a man got a record within twelve months, and that it was his first, he should not be kept so far back as a man who got three. I would say keep a man who has received one record back one year, and let a man who has two unfavourable records serve two years before he is eligible, and also lose his marks.

10777. Do you think if those unfavourable records were given with more care, and not with such freedom as you now allege they are given, and at the same time they were limited in their effect as you describe, that considerable good results would follow?—I do.

10778. On the other hand, you have also to say that many of those whom you represent take the same view as others have done, and would wish them abolished altogether?—Yes.

10779. Pass to the next subject?—I think the officers forming Courts of Inquiry should be sworn, as the jury by which a man is tried, to hear the evidence and give an impartial decision according to the evidence, and not according to the rank of the man who gives it. Let them apply the same rule as in the civil Court.

10780. It is well you should know there is not the shadow of a rule justifying that impression?—There is no rule, I am aware.

10781. Is there any other suggestion as to Courts of Inquiry?—That the same rules should apply as in civil Courts to take all the facts of a case into consideration, and the weight of the evidence should carry.

10782. Surely that is the rule at present, unless Courts of Inquiry are the most extraordinary Tribunals?—I have often heard that as many as four sub-constables, men of intelligence, experience, and honesty, gave testimony in favour of the man charged, and still the superior preferring the charge maintained it, and the man was found guilty.

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T. Molloy.
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23 Sep., 1882.

Sch-Constable
T. Mallory.

29 Sept., 1882.

10783. But there may have been circumstances quite independent of the rank of sub-constable and expense which determined the case; but I see that is what you mean by your answer to my question, and that is one of the things we will bring out fully, and take care that it is properly dealt with. Go on, please, if there is any other suggestion you wish to make about Courts of Inquiry?—It often happens that insubordination, for instance, is caused by some ill-feeling beforehand, or it is so suspected. A constable may locate another man, or an officer, a constable, to make use of expressions which could be afterwards construed into insubordination, and I think where a remark was made which drew forth a wrong answer it should not be construed into insubordination.

10784. That is to say, in estimating the charge of insubordination, the provocation given should be taken into account?—Certainly.

10785. Mr. Harrel.—But is not every circumstance, either in the direct or cross-examination, recorded and laid before the Inspector-General in writing?—I believe it is.

10786. Has not he then an opportunity of taking all the circumstances you have represented into consideration?—The fact is that the men think it useless to state those things, and they commence from the time the offence itself was committed; I do not know that they go into the case prior to the offence. Constables and men, no doubt, have a good many little things that are considered excuses for reports afterwards, and I think these should be taken into account.

10787. Pass to the next point?—I think holding a senior responsible for a junior brings on a great many of the records.

10788. Do you wish to add to the constable's evidence on that subject that this is not merely a grievance that might occur, but actually you have known cases of unfavourable records to be inflicted on seniors in consequence of this regulation?—I have known several seniors to be charged, but I am not aware of my own experience that they were punished; I am, however, hearing of it since I joined the force. When a man sees it is his own interest to be well conducted, and that the senior is not accountable for his acts, he will be more cautious himself. Many a man pretends, in an off-hand way, that such a man is in charge of him, and will not allow him to get into trouble, he will screen him.

10789. You have experienced cases of that kind?—I have. The juniors sometimes come to the conclusion that if they commit an offence the seniors will screen them.

10790. Go to the next subject?—I am myself a sub-inspector's clerk, and I have to do night duty the same as the other men; I consider that very distressing, being bound up all day, and I have often worked as much as fourteen hours a-day. I seek to be exempted from night duty.

10791. How many hours' duty have you?—From parade to roll-call.

10792. How many hours can you call your own?—I cannot call an hour at all my own.

10793. Do you mean to say you are at desk work all day?—I have often worked fourteen hours.

10794. Do you think that was the case with sub-inspectors' clerks before the present disturbed times?—No; because they were not employed. The head constable and sub-inspector divided the work between them; but now the duty all falls on the sub-inspector's clerk, who has to prepare everything, and the sub-inspector signs it.

10795. Chairman.—Pass to the next argument?—If a man was employed a certain time there should be a certain allowance in his claim for promotion, a certain number of marks allowed for each year; and, in addition, he should be exempted from the night duty.

10796. Go on to the next point?—We consider that

the present scale of extra pay should be made permanent, with this addition, that head constables should receive 6d. extra.

10797. Mr. Harrel.—You agree with the constable as to that?—Yes; I would propose a modification on the present rule as to night allowance. A man might be out all the nights of the year, and yet not be entitled.

10798. How would you suggest that the present regulation should be altered?—I would suggest that when duty commences at or before 12 midnight, and is continuous for eight hours, terminating any time after 3 o'clock A.M., the allowance should be granted.

10799. A night allowance is given for supper, bed, and breakfast?—Yes.

10800. Can you conceive any circumstances under which eight hours' absence from a station from 12 o'clock at night would entail this expense on a man?—It is probable enough he would not have to get breakfast.

10801. Can you conceive a man leaving his station at 10 o'clock and coming back at 8 o'clock in the morning and incurring the expense of supper and bed?—Not supper and bed; but I would say bed and breakfast. Suppose a man goes on escort from Strabane to Derry, he goes down at half-past 9 o'clock, and he remains for the night in Derry, and comes back next morning.

10802. At what time would he get back in the morning?—About 7 o'clock.

10803. Is that a usual thing for men to go on escort by the half-past 9 train to Derry?—I am not aware that it is.

10804. Do you know an instance that ever occurred?—I do not; but it is a case that might any day occur.

10805. Is not Strabane in the County Tyrone, and therefore would not he go to Omagh?—He comes from Lifford.

10806. Surely he would leave Lifford before half-past 9?—It might be a quarter past 9, and the duty must begin before 9 to entitle him. I only mentioned that particular case, because exact is a common duty, but other cases might occur more likely than escort.

10807. I asked you the question with the view of seeing what the probabilities were of his being obliged to incur the expense in eight hours that a man (nurse who is absent from his station all night?—I certainly think he would not take so many meals; but without making some provision for the outlay a man has to incur, an increase of pay is only his giving him money with one hand to throw out with another.

10808. Chairman.—What do you mean by that?—For instance, myself, a married man, having to pay for a servant, it helps to bring down my pay 18s. a-year.

10809. In addition to getting pay, do you mean you should get such allowances as the 1s. 6d. a-month for the barracks servant?—I do. I also consider that the fuel and light allowance should be increased to 1l. a-month.

10810. What is the next matter?—The allowance for making up clothing should be increased to what we actually pay, 8s. for a tunic and 3s. for a trowsers. The tailors do not like to make our clothing at all.

10811. Pass to the next matter?—As regards the non-effective men, I agree with what the constable has said about not reducing their pay after ninety days' sickness. If a man loses his health in the performance of service duty, it is a great discouragement to make a deduction from his pay.

10812. What is the next point?—On transfer a man should receive the actual expense, not what is considered reasonable; because I do not think a county inspector could well know what would be reasonable. He is in the centre of the county, and does not know the backwood places.

10813. When reasonable allowances are granted, is a man allowed to furnish a return of what it has actually cost him?—He furnishes the account to the county inspector, who reduces it to what he considers reasonable. In fact, he cannot allow what would be considered elsewhere unreasonable.

10814. What is the next matter?—When a man gets leave of absence, the term should be extended to full-call. It will occasion no inconvenience to anybody.

10815. Pass to the next, please?—As regards discipline, there are a good many small things that do not militate against discipline, and might be overlooked.

10816. Point out briefly what these things are?—A man when not on duty entering a public-house commits no serious offence. Again, the quarter of a mile regulation should be done away with; because a man may want a cunee of tobacco or something, and not have a messenger. I would certainly bind him to the period of time allowed.

10817. Is there any other matter?—I would dispose of the helmets altogether. The helmet tends to obstruct a man in his duty. I concur with the constable that the forage cap should have a protection.

10818. That is to say, it should be supplied with a peak?—Yes.

10819. What is the next point?—I believe it is

the system in the higher branches of the Civil Service that a man is not asked to resign before competing for an office; but in the lower it is. For instance, if a vacancy offered in any Civil Service branch at present, I could not apply for it; I should first resign, and run the risk of losing my present situation, to obtain another.

10820. You put it that you should be allowed to compete without resigning?—Yes; and if I am a good man in one department, it is likely I would be in another; and encouragement should be given.

10821. Is there anything else?—I have gone through nearly all now.

10822. Did you save money in the last six or seven years?—I saved as much as ever I could whilst I have been in the force. I could not say I had much money when I got married.

10823. But you had some?—I had.

10824. Is it fair to ask what you were able to save during the seven years?—The most I could save, putting the good with the bad, would be 1*l.* a-month. When public duty intervened, as was the case during the last three years, I was exempted from it; so that while other men were losing by it, I was saving. But I was never on public duty in Belfast or any other place that the 1*l.* a-month was not gone. A man has to pay for little things he cannot anticipate, and he is ever so cautious he will be out of money.

Sub-Inspector BERNARD PORTER, examined.

10825. *Chairman.*—You are a sub-inspector in the Constabulary?—I am.

10826. You have had a very long service?—Yes, for nearly forty-four years.

10827. You have had considerable experience in various parts of Ireland?—In three or four parts—Galway, Sligo, and Cork.

10828. How long in Cork?—Within a month of ten years.

10829. You are acquainted with the chief men by the men on the subject of pay?—Yes.

10830. What is your general impression, looking at the various branches of the force—the young men, the sub-constables, the constables, the single men and the married men?—My general impression is, that if there is any increase made in the pay, it ought to be in an incremental way, beginning low and rising to the man of twenty years' service. I would give him at least about 10*l.* Because he has twenty years' service, and there is very little chance of his getting promotion when he arrives at that time.

10831. You are now dealing with a sub-constable?—I am.

10832. Is there any reason why you think men of ten and fifteen years' service are more likely to be in want of additional pay?—Except married men, I do not say they are. There is a chance of promotion generally up to fifteen years for a well-endeared man.

10833. You are aware, of course, that the pay does rise by increments now?—Yes.

10834. I mean such additional increments as you have described?—Yes, in the same ratio.

10835. Then your evidence comes to this, that the demand of the men for a uniform and regular increase of 1*s.* per day per man is not a thing that would work according to the necessities of the case?—I do not think so; and I have said so to the men. When they heard I was coming here, some asked me, and I said I could not consider myself in favour of it.

10836. We have had a great many tables laid before us of the expenses of the men, and in the case of married men it would appear from the tables

that the evidence of difficulty of living on the pay is much greater than any alleged difficulty in the case of the single men?—Certainly, it is.

10837. Suppose you wanted to send them on duty to a distance, have you found the difficulty in dealing with married men is greater than with single men?—I have always found them quite as willing as the single men.

10838. Have you been influenced in the regulation of duty by the fact of their being married?—Never. I do not think it would be fair to the other men, and they would not permit me to do it very often, if I were inclined.

10839. *Mr. Holmes.*—Do you think that the periods at which the present increments are given are somewhat too far apart?—I think if they were reduced to four it would be an advantage, and have the increments after four, eight, fourteen years' service, and the maximum.

10840. At what period do you think that a sub-constable ought to reach his maximum pay?—I would say eighteen or twenty years' service.

10841. You are aware that that is the present maximum period?—I am.

10842. Then you would not shorten the period at which a sub-constable might arrive at his maximum pay?—I should say eighteen or twenty years' service, and I would increase the maximum, making each increment higher than it is. I was calculating 8*s.* a-day to him, so that it would be 10*l.* or 12*l.* a-year.

10843. You are aware that a sub-constable after he has left the depot and joined his station receives 1*l.* a-week?—Exactly.

10844. And after four years' service 1*l.* a-week?—Precisely; 2*l.* 12*s.* a-year.

10845. Would you shorten that period and increase the increment?—I would increase that something, and go on gradually up to about 8*s.* a-day.

10846. *Mr. Harvel.*—What you propose is, that in the event of the present pay being added to a man, after the first period of service, should receive an increment of about 2*l.* or 3*l.*?—Exactly.

10847. And that proportionately it should be in-

Solo Con-
stable
T. McElroy.
—
25 Sept., 1882.

Solo-Inspector
B. Porter,
—
29 Sept., 1882.

Sub-Inspector
B. Farns.
23 Sept. 1882.

crossed for those of longer service up to 6d., and finally to 8d.?—Exactly. That is what I mean.

10648. Is not promotion open to every fairly-intelligent well-conducted man who joins the Constabulary?—No doubt of it.

10649. And do you not look upon it, that, for the purposes of the duties of a sub-constable, a man has attained, or ought to have attained, to just about the most valuable period of his service at from ten to fourteen or fifteen years?—Yes.

10650. In ordinary circumstances, a man would receive promotion even in the slowest counties at about fifteen years' service?—Yes.

10651. If you add to a man's pay at twenty years' service as a sub-constable you are adding to the pay of a man who, either from lack of intelligence or some other drawback, might not have obtained promotion?—He might not have sufficient education. He might be very intelligent in the discharge of his duty and not in a literary point of view. I have found some of the best detectives men whom I would not recommend for promotion to discharge the various duties that devolve on a constable.

10652. That is because he did not seek at an early period of his service to improve himself in that respect, and aspire to promotion?—I believe not. If he did aspire to promotion, he had a good deal of time for improvement. A good many avail themselves of it, too.

10653. Do you not think the slight increase to a man's pay at that service would be rather holding out a premium to men to make an effort to advance themselves, as every right man ought to do?—Probably it would in that way, but then there are some of them married men at that service.

10654. Observe.—Do you think that the subject of pension is one which will influence the force very largely in the future?—No doubt of it.

10655. What is your experience all through your service of the chances of men getting employment when they get out?—Their chances were very good until lately. Cork was a first-rate place up to a late period—say, within the last two or three years. Now they are not at all so anxious to employ retired policemen as they had been.

10656. In times of quietness a retired policeman had no great difficulty in getting employment?—He had a very good chance of it. I knew a great many that have employment, and were not disturbed, but when a man retires from the force now and looks for employment, it is not so easy to get it as it had been. I therefore beg to recommend that when suitable Government situations, such as those connected with the Customs, Post Office, Telegraph, Prisons, &c., &c., become vacant, the constabulary positioners and their children, when competent, should have a prior claim to fill them.

10657. Tell us what men in the force are in the habit of doing about their children. Do they generally get them into trade or business as quickly as other men?—From what I have seen in Cork they are getting them into shops.

10658. A country policeman who is married and has children, what does he do with them, as a rule?—A great many of them come into Cork seeking employment. They are best more on residing in Cork than in the country; for in the country they have scarcely any chance at all of getting employment for themselves or their children.

10659. But a police constable on active duty, living in or near a barracks with his wife and two or three daughters of 14, 15, or 16 years of age, or sons, what does he do?—A good many children get employment under the National Board, and some in the telegraph office.

10660. Do they appear to be a class careful of disposing profitably of their children's time?—They are very well disposed to do so.

10661. Mr. Harrel.—Do you think that since 1874 the men who have retired on pension—being the full pay of their rank—have, in many instances, not

made the same efforts to obtain employment, or, rather, have declined to obtain a superior employment to the men who retired prior to that date on a smaller pension?—They have made great efforts, but there is not so much feeling for them as there would be if they had the smaller pension. In the Corporation of Cork I have heard that myself.

10662. The public outside, in giving them employment, have rather taken into consideration that they are very well off as they are?—Precisely.

10663. And that is one reason why they have not received employment?—It is. A man I had myself, I got him employment in the meat market in Cork. He was put in nominally at first, and when the day came for his appointment to be confirmed, it was not confirmed.

10664. You think one of the ingredients was that they looked upon him as having sufficient already?—As being very well paid already.

10665. Mr. Hobson.—As far as your experience goes, do you think the men who joined the force since 1866 were aware upon joining of the scale of pension?—I could not say, but from the outset, having read the Act of Parliament, I knew that, when coming to the time they would be entitled to pension, it would have a terrible influence on the minds of the force.

10666. Chalmers.—What is your opinion about unfavourable records?—My opinion is that, if a man got an unfavourable record, and then gave three or four years' good and faithful service, showing a disposition not to repeat his offence, it ought to be wiped off. They look upon an unfavourable record as a great eye-sore. It affects their pension, and follows them all the way.

10667. Do you think that such an indulgence as has been sought by the men on this subject, which is very much identical with what you suggest, might be granted without interfering with the effect of punishment as a deterrent and without interfering with discipline?—It ought to increase discipline, because a man would be anxious to make himself up that he would not become guilty again.

10668. Passing from the subject of unfavourable records, I should like to ask, have you had some little agitation in Cork among the men?—There was.

10669. To what do you attribute that?—They were eluding lodging-money and qualification of pensions. The married men were expecting more consideration as regards lodging-money; but the agitation was an importation from Limerick to Cork.

10670. Mr. Harrel.—Have the duties in Cork been much increased in consequence of the state of the times?—Except in two or three stations it has not affected it much at all.

10671. Some of the witnesses spoke of a reserve being kept at certain barracks which entails additional duty on men?—That would occur if there was any kind of demonstration contemplated, or any apprehension of a breach of the peace. Some men would be concentrated in readiness for those fellows who quarrel with bands and break windows.

10672. The duties in Cork are pretty severe?—They are pretty severe at all times; because we have men up almost every night going through the streets.

10673. But they were not particularly added to during recent times?—Except, as I tell you, in connection with a little portion of the country that abuts on the city near two or three stations. There were some threatening letters sent. The duty became rather heavy for the men of those stations. There were some patrols that extended 5 miles. There is also a dynamite magazine which added greatly to the duties of the city force.

10674. You, of course, have very large experience of the duties, and the duration of the duties, in rural districts as well as in Cork city?—I have.

10675. Do you think that the duties, taking them all round, in Cork, are in ordinary times more

enacting than they are in a rural district?—They are more confining.

10876. Do they take more out of a man at the end of the year?—It is not what you call harassing duty. Still, it is so continuous, that it would take more out of a man. A man might walk ten or twenty miles in the country, but he might not be called out again for three or four days.

10877. Having regard to town life and its consequences, has a town policeman to live better, as a rule, than a country policeman?—He has. A large joint is 8d. or 10d. per lb. in Cork, and you will get no steak under 1s. per lb. I made a calculation of a man's maintenance, and brought it to about 14s. a-week.

10878. *Mr. Holmes*.—Surely where men mess together, as they must do in Cork, in large numbers, they get their meat at a less price than 1s. per lb.?—I inquired, and they told me it was very seldom they got it at less than 10d. per lb., and a steak or chop would be 1s. I have myself paid 1s. 6d. for steak in Cork.

10879. *Chairman*.—From your experience in town and country, it is cheaper for a policeman to be in the country than in Cork?—Under these circumstances, because he will have been and things of that kind they do not have in the city, where they always prefer fresh meat.

10880. Is that because fresh meat is more nourishing?—It is more nourishing.

10881. Would you say that in the ordinary course of wear and tear besides the absolute necessities of life, the expenditure of a policeman in the city will be materially heavier than in the country?—It will be something heavier in the towns in the wear of boots.

10882. Apart from such things as boots, which I call necessities, would you say that in those things which are not absolute necessities, but incidental, to his position, a policeman in a town incurs more expense than in the country?—As you say incidental to the position, he is exposed a good deal to more expense than in the country stations.

10883. *Mr. Harrel*.—In fact, he is mixing with people who spend more?—Precisely. Perhaps, with regard to the messing, I should say that I asked them, and for the general messing the calculation was 2l. 10s. and 2l. 12s. 6d. a-month. A man who has the small pay will not go in for a thing that another will, and for the man who gets some against a glass of beer it came to what I said, 14s. or 15s. 2d.

10884. That would be 18s. a-month?—Yes.

10885. In round figures, nearly 3l. a-month?—Yes.

10886. *Mr. Holmes*.—So far as your experience goes, do many single men in the force save money?—They are saving money now. I am of that opinion. I know they are by no means extravagant men. I am nearly ten years in Cork, and I have not had six cases of intoxication to report.

10887. Then you think they live within their incomes?—Yes; and save something.

10888. What percentage of the force in the County Cork are married men?—The percentage in the city is pretty high, in consequence of the indulgence to give them an opportunity of educating their children, and there is a little bit of extra pay in Cork that is not in the country—6d. a-night on extra duty. The county inspector never bestows when he can to give a chance to a married man to come into the city.

10889. Approximately, what percentage of the force in the county and city of Cork are married men?—I have not calculated, and I should be rather afraid to say lest I should not go near the mark. I should say there are 30 per cent. in the city.

10890. What percentage of the married men are accommodated in barracks?—One or two married men in each barracks. I have five or six families accommodated in barracks. There are two barracks

in which there is no accommodation for married men.

10891. *Chairman*.—Tell us, please, what schools as a rule do the men send their children to in Cork?—They send them to the national schools, the model school, and the Christian Brothers' school. There are other schools, I believe, besides that they send them to.

10892. Would you say they are all of the class of primary schools?—They are.

10893. May I ask you whether in Cork duty in plain clothes is very frequent among the men?—The duty is very constant in plain clothes with those who are told off for it. They have to attend the arrival of boats and trains.

10894. Would you say on an average every man serves three days in the month in plain clothes?—Those who are told off are every day in plain clothes.

10895. But apart from the men told off regularly, any man is liable to be told off on an occasion?—He is, if there was a necessity.

10896. Not taking into account the men who are always on plain clothes duty, how often on an average is a man likely to be told off on plain clothes duty?—It would not extend to all the men. There would be selections made from among the men for the duty.

10897. Some escape it altogether?—Yes; perhaps during their lifetime. There is no certain rule. The sub-inspector makes a selection in case of a race or any public excitement.

10898. *Mr. Harrel*.—Do the men look on it as a penalty or as a compliment?—They do not look upon it as a penalty, but they rather look upon it that they are regarded as being sharper and more intelligent than others.

10899. But they do not look upon it as objectionable?—No; rather the other way.

10900. *Mr. Holmes*.—Do you think the allowances recently granted to head and other constables per night are sufficient?—I think they are accepted by the men themselves as very reasonable.

10901. Do the men regard the allowances as allowances for subsistence, or in the nature of extra pay?—They look upon them as extra pay. I think the allowances are very fair indeed.

10902. Do you think they make by them?—I do not think they do. I think they pay fully what they receive for subsistence.

10903. You are aware a head constable is allowed 4s. per night?—Yes, the fixed allowance.

10904. And to other constables 3s. 6d. per night?—Do you think those allowances are more than sufficient?—I am satisfied they are not more.

10905. *Chairman*.—Are we to understand that you consider that the claim of the men to have the recent temporary allowance made permanent would be unreasonable?—I do not think it would at all.

10906. Do you think they require the present temporary allowances to meet the present ordinary expenses?—I think they would.

10907. *Mr. Holmes*.—You are aware the old allowance to a head constable was 3s. 6d.?—I am.

10908. And to other constables 2s. 6d.?—Yes.

10909. So that the recent allowance gives the head constable 6d. and other constables 1s. more than they got before?—Yes.

10910. In addition to these allowances, they have an extra special allowance of 1s. a-night?—Yes, up to the next month. If that allowance was continued it would be satisfactory.

10911. Do you not think that that extra and temporary allowance would be more than sufficient to meet the expenses of the men?—I really do not think it would in any respectable lodging-house in the city of Cork where they are in the habit of staying. Calculating what we pay for Crown witnesses, we would not support them for that. Some time ago there were Crown witnesses complaining of the high charges. One remark I was requested to make

Sub-Inspector
B. Petter.
22 Sept. 1892.

Sub-Inspector
H. Potter.
29 Sept., 1892.

with your permission, and that is with regard to county inspectors' clerks. I know that in the county I have myself experience of this, that there could scarcely be any position of more responsibility and requiring more integrity than that of the man in charge of the county inspector's office. Having occasionally acted in the county inspector's absence, I know the clerk's position is one of very serious responsibility, and the condition of that man ought to be something better than that of an ordinary constable.

10912. *Mr. Harrel.*—What do you suggest?—I do not like to say.

10913. But have you any ideas in your mind beyond a simple general impression that his condition ought to be better?—I know there are fourteen or fifteen districts in Cork, besides the city, and the accounts are numerous and the correspondence is heavy.

10914. *Chairman.*—It has been suggested by some of them that after a short service when they had approved themselves to the county inspector, they should get the temporary rank and pay of head constable?—I would give them some recognition, not all at once.

10915. In three years?—The very thing that struck me. Then there is a constable in each petty session's district in charge of weights and measures. He has a great deal of knocking about, going to every little town or village where there is a publican to compare the weights and measures, and he has nothing at all for it.

10916. Would you say 5*l.* a-year for him?—I would.

10917. *Mr. Harrel.*—He gets his extra pay for a certain number of hours' absence?—What signifies that?

10918. This is to be taken into consideration, that in order to devote the time he does to the Grand Jury business of comparing weights and measures, he has to work unusually hard before and after at his own peculiar duties as a policeman?—No doubt. He has to parade his men in the morning, and be satisfied before he makes an entry in his diary of their being correct.

10919. He is not excused from any duty he owes to the authorities and the public generally?—He is not, and many other collateral duties devolving on the police.

10920. *Chairman.*—May I ask whether the 6*l.* a-night you referred to comes from the Government or the Cork Corporation?—From the Government.

10921. Is there anything like a night-watch in Cork?—On the coast of the city?

10922. Yes?—No, except that each street may give a man something as a Christmas box, but there is no one specially employed.

10923. Are the night duties in Cork discharged by the police much heavier than they would be in a city which undertook, to a large extent, the care of its own watching by a local force?—Certainly; because the whole thing devolves upon us.

10924. Do you do night duty in Cork by patrols or by beats?—Night duty is by patrols.

10925. Larger patrols?—Sometimes larger and sometimes smaller, according to the circumstances of the place the men have to go to.

10926. *Mr. Harrel.*—At what time do the beats come?—At 9 or 10 o'clock at night.

10927. Is there continuous patrolling from that

time until the beats are resumed in the morning?—Not at some stations; but there is up to 4 or 5 o'clock, and sometimes even after that. When they come in I order another patrol to go out; that is in winter.

10928. There is no night watch of any sort?—No, except that in each street a publican may have a man to come a few times every week to walk up and down; but I never knew them to discover anything.

10929. *Chairman.*—Do you think a married constable with four or five children can live comfortably?—I do not think he can live what you call comfortably. He could not live on the same rate of meaning except he spent all his pay, and he has to clothe the family and pay something for the children's schooling.

10930. *Mr. Harrel.*—Is not the disposition of late years in the force on the part of the wives of married men to decline engaging in helping out their income by working for the men?—They are not allowed to do it.

10931. The constables' wives are not, but the sub-constables' wives are?—Yes.

10932. But is not the disposition lately to decline doing that?—They have servants, but it is generally left to the men themselves to select their own servants. They prefer it.

10933. *Chairman.*—Do you think if the wives of the men were allowed to carry on dressmaking or do a little in teaching, they would avail themselves of it?—They would, those that would be competent.

10934. *Mr. Harrel.*—Is it your opinion that the married men in the ranks above that of sub-constable can, with prudence, live fairly comfortably?—With prudence they can live fairly comfortably within their means, but can spare little or no money.

10935. *Chairman.*—In the case of a constable with four or five children, tell me how you think he would fare after paying for his lodgings out of barrack?—If he was out of barrack he would be very straitened.

10936. What would you consider a reasonable lodging allowance?—I think from 10*l.* to 12*l.* would be reasonable for the city of Cork. I asked the question, and I was told 15*l.* was paid by a man. I know a man myself paying 15*l.* for a house.

10937. Some of the men who gave evidence here said men ought to be allowed to marry at five years' service. Another man said it was his opinion and the opinion of a great many that men ought not to be allowed to marry until they had the ten years' service. What is your opinion on the subject?—I think the fixed rule is not bad.

10938. You know, although the rule does allow a man to marry at the end of seven years, you would say it would be much wiser for a man not to marry until ten?—I believe St. Paul says, "The man that doth marry doeth well, and the man that doth not doeth better."

10939. Suppose the rule were left as it is, that the men could marry after seven years' service, but that the allowance, if given at all, for accommodation out of barrack would not be given till ten years, do you not think that would avoid the danger of encouraging men to marry, and at the same time give assistance when a married man's family was increasing?—That would be a very good rule.

Sub-Inspector THOMAS FRANCIS SHELTON, examined.

10940. Chairman.—What rank do you hold?—First sub-inspector.

10941. How long are you stationed in Belfast?—A year and a-half.

10942. How long are you in the force?—Nineteen years all but about a month.

10943. You have had experience in other parts of Ireland?—Yes, Tipperary, Galway, and Londonderry.

10944. Have you been in any of the counties you have named since the late disturbances began?—I was in Galway a year and a-half of the three years.

10945. In the town or county?—At Portlanna, in the county.

10946. You know what the men have asked with regard to pay. The general demand is an increase of 1s. a day?—Several of them told me so.

10947. You may take it it is so. Of course, there are different classes and ranks of men. The sub-constable begins at 52s. You know the various increases of pay he gets when he becomes acting constable and constable, and the difference which marriage with one or more children makes in his position. Will you give us your general impressions on this aspect of the case; how far pay is able to support the men in various positions, and how far they are enabled to save from their present pay?—I think the pay is quite able to support the men; for instance, on the ordinary manning and everything amounts to about 3l. a month, as near as you can go. He has 1l. 6s. 8d., and an extra allowance of 8s. 8d. over the cost of his actual necessities.

10948. When you speak of the actual necessities being covered by that, you mean the actual necessities for sustenance?—Yes.

10949. The balance over would go in the purchase of boots, shirts, socks, and luxuries?—Yes, and a man would want a pipe. No man would it more.

10950. Taking the man by himself in Belfast, the 52s. a-year is enough to keep him?—It is able to keep the man that draws 52s., but the rise from 52s. to 62s. for a man of twenty years' service is not what it ought to be.

10951. Tell us in what respect you think that rise, either in the amount or the stages at which it is given, does not meet the necessities of the situation?—If the man were in any other situation in life, he would rise considerably more than from 52s. to 62s. If a shopman or a mechanic, he would get something for his experience.

10952. Your general view is this, that for a beginning 52s. a-year is a fair thing?—Quite so.

10953. You say if he were a mechanic or occupied in any other position, he would improve his position more in twenty years?—Yes.

10954. In what direction would you suggest an improvement?—Up to eight years I would leave the men at the present rate of pay; then they get settled in the force, and I would hold out inducements to them to stay. But the men's principal grievance, as far as I can see, is pension. That is what they grumble at, and not so much the pay; because, they say, "We have spent the best of our lives in the force, and have to go back to small money." If you give them large pay you enable some of them to save, and they say, "I can get into business, I can go to America; I have no inducement to stay in the service such as the old men had; I cannot make a home in the service such as the old men did." If the pension question were settled, you would hear as threats, such as, "I will go to America, or to the English police."

10955. It would be hard indeed to adopt the scale of pension which prevails for the older men, the men who joined before 1860; it would be repeating

an Act of Parliament, and admitting a principle different from that in the three kingdoms?—I am aware of that.

10956. At all events, your view is this, that we should, in considering pay, bear in mind the question of pension, and in considering pension, we should have regard to pay; or I will put it thus way, that in considering the amount of pay to be given we should bear in mind the question of pension, and not to increase pay unduly at the expense of pension?—I would not increase the pay at the expense of pension, for the pension after all is the more important thing so far as I can glean.

10957. And in your opinion the more important thing, having regard to a man's stability in the force?—Yes, to have a good pension. Some of the men say they would like more pay, but when I come to meet of them it is the pension subject that touches them.

10958. Of course, you know that at present a man is allowed to marry at the end of seven years?—Yes.

10959. As a rule, men do not marry so soon as that period of service is up?—Not immediately; I think the average is about ten years.

10960. Assuming the ordinary rate of increase which takes place in an Irish family, what is your opinion about the effect of the present rates of pay on a married man of thirteen or fourteen years' service with three or four children?—He has as much as he can do to live and keep his children decent.

10961. You have told us you would leave the men up to eight years' service at the present rate of pay, by which you mean the single man?—Up to eight years' service a single man is very well able to keep himself, I think.

10962. When you say that, do you take into account the probability of his marrying?—He can do it, but there will be a shade of difference, no doubt.

10963. You mean that it is marriage makes the difference and increases the difficulty?—I think a man becomes more useful at seven or eight or ten years' service, and a little rise of pay then would make him stay, but he would not stay for a rise of pay unless he saw a chance of a better pension than the present.

10964. Recurring to the subject of marriage, you say that men of twelve or fourteen years' service with four children would feel the strain?—Very much so. I could give you examples from our men in Belfast. I think the lowest house rent in the town is 14s.; that is the first thing out of his pay. One of my constables pays 17l. They have to live in rows of mill-workers' houses among people in every way beneath them. Their children are brought up among children they have nothing to say to, and they have to do this because house rent is so dear. In the country a man can get a cottage at 6l.

10965. Are the wives and children of policemen in Belfast socially very distinct from the mill-artisan, half-labouring class to be found there?—They are much superior to the artisan and labouring class. First, take the class of wives they get, dressmakers, schoolmistresses, shop assistants, and that class of girls. You cannot class these girls with labourers and mill-workers. But the married policeman, in taking a house, must look to the money and the distance from barracks.

10966. Are the men, too, of a better class than the mill hands?—Much superior.

10967. What class among the manufacturing or ordinary artisan classes of Belfast would correspond to the ordinary constable?—There are so many

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classes in Belfast, it is not easy to say. But there are men in the linen warehouses respectably dressed who, in fact, as the saying is, never soil their fingers, and have 11 10s. and 24 a-week; he is on a par with those men, but not with the mill-workers.

10698. Is a married constable able to keep his wife and children and live on a par with that class of clerks in linen houses?—The only thing that puts him on a par with those people is that he lives carefully, economically, and must turn out his children respectably. It is our business to set. The policeman is able to live, apparently, as well off as the other men who squander his money.

10699. When you say "apparently," do you mean the married men have a struggle to do this?—As a rule, they have a very close struggle.

10670. Does it sometimes happen they get into difficulty in Belfast?—I had only one or two cases since I came there.

10671. They generally get a little money with their wives?—Yes; and some of them have wives who could make money for themselves, but they are not allowed to make dresses, or do anything to earn in the district.

10672. But do they?—Sometimes they are able to add to their husband's pay; but when a woman gets two or three children her hands are full enough with cooking and washing for them.

10673. Mr. Holmes.—You said you would leave the present pay as it is to eight years' service. What increment would you suggest after eight years' service?—A man on joining a county gets 52l.; after four years' service, 54l. 12s.; and at eight years, 57l. 4s. I think he ought to get 60l. at eight years. That would not be very much. I am not so much an advocate for increasing the pay and leaving the pension still as to increase the pension and leave the pay as it is; and I think that would please the men better.

10674. After what period of service would you suggest that a sub-constable should attain his maximum pay?—The same as at present, twenty years' service.

10675. And at eight years' service you would suggest he should get 60l. instead of 57l. 4s.?—Yes; and at fourteen I would say 62l.; and at twenty years' service, 70l. That would be only 18l. of a rise on twenty years' service.

10676. Are you aware that that would place his maximum salary within 2l. 16s. of the salary of a constable?—I am afraid the constable would have to be advanced a little, too. The responsibility is so great. He has charge of five or six men, and the whole of the discipline hinges on him.

10677. Do you think a married man can, with economy, live pretty comfortably?—As a rule, in nine cases out of ten he is accommodated in barracks, and in Belfast that would add 10s. or 15s. to his pay.

10678. What proportion of the force in Belfast are married?—I am not certain. In some of the stations we cannot have married men, because we cannot get lodgings within the radius round the barracks. I am not prepared to give an answer to that question, but I should say about one-fourth.

10679. So far as your experience goes, do you think the single men in the force are able to save money?—If they do not squander it, they are.

10680. Do you think, as a matter of fact, that many of them are saving money?—I do.

10681. What would you say that a man would save at the end of the year in the lowest rank of sub-constable?—I should say he would not save more than 6l. to 8l. a-year; but when he gets on a little further he is able to save 12l.

10682. Do you think there are many cases in the rank of sub-constable where men are saving 10l. to 12l. a-year?—Not in Belfast, where everything is expensive, and there are inducements to spend money. I think some of the prudent men are saving money.

10683. Mr. Harrel.—Do you think that the general habit among the men of saving money is increasing, or that a greater number save money now than did some years ago?—I believe they do; because I find my men so well conducted that I do not see how they could spend money. If they spent money, it would affect their conduct more or less, and there would be unfavourable records, but there are none. Therefore, I think they must be putting money by them more than they did.

10684. You made use of an expression that caught my ear—namely, that such a state of things should be brought about as would make the men consider they had a home in the service. Do you not think that men in the position of policemen may, after a certain period of service, reasonably look forward to each one of them being married, if they make a home of the service for thirty years?—They do. It is only natural they should who look forward to getting married.

10685. In fact, your observations in regard to the difficulties of married men on the present pay would apply to a very large percentage of the force after eight or ten years' service?—Yes.

10686. You look upon a man at the most valuable period of his service as a sub-constable between seven and fifteen years?—Yes.

10687. Promotion is open to every well-conducted man who aspires to it, and takes any trouble at all to qualify himself?—Yes.

10688. And he usually obtains that promotion even in the slowest counties before fifteen?—Between fifteen and sixteen in some counties.

10689. Do you look upon it as a politic thing to make a very large increase to a sub-constable's pay after fifteen years' service, seeing that his occupying that position is more or less attributable either to his lack of ability, or his want of desire to qualify?—It may be want of education.

10690. But has not he had in the early part of his service fair opportunities to improve himself?—He has; and many of the men embrace those opportunities.

10691. Do not the men, as a rule, who are worth anything, improve themselves in the early periods of their service?—They do.

10692. Do you still think that a man's pay should be added to if he remains a sub-constable after fifteen or sixteen years' service?—Suppose a man was a sub-constable after fifteen years' service with two or three records against him years and years old, when looking out for men for the promotion list those with a clean sheet would get priority. A man may have fifteen or sixteen years' service, and eight or nine of those unblemished, and some think he should not be put on a par with the others. That is not my way of thinking. If a man has behaved himself eight or nine years, I would like to sink the records. A man may be fifteen or sixteen years a sub-constable from mistakes in his young days.

10693. If this matter of setting importance to records earned at an early period of service were modified, that argument would not apply?—Many men would be promoted who are at present kept back. It has not so much weight with me if a man has behaved himself.

10694. Then there would not be the reasons for increasing the sub-constable's pay at that period of service?—No; because he would have an opportunity of proving himself worthy of promotion.

10695. You think that up to seven or eight years' service the pay is fair, if a man lives moderately?—Yes.

10696. And that after that period, to meet the contingency of his marrying, which he is allowed to do by the regulations, the increments should be larger, and thereby probably the men would be induced to look on the service as a home?—Not only to remain with us, but to work with us. At the same time, of course men are looking forward to pension as the principal thing for their old days.

10997. In speaking of that increased rate of pay for the older sub-constables, and also for those of superior rank, you do not at all suggest the men imagine they would get full pay as pension in regard to anything that might be added to their pay?—No; I do not think they expect it.

10998. But they do look forward to something better than thirty-fifths as laid down at present?—They do, and if they do not get it they will be unsettled, and look for an opportunity of leaving to push themselves. Ask any constable leaving why he is going, and the answer is to better himself.

10999. You think if the pensions were somewhat better, and the increments of pay increased from eight years onwards, that would form a sufficient inducement to young men, not only to join, but to stay after eight years?—To stay and give satisfaction.

11000. Mr. Holmes.—After what period of service do you think a man ceases to be an effective policeman?—A great deal depends on the sort of life the man has led, and where he has been stationed. Some are good men at thirty years' service, others are worn out at twenty-five. I would not be an advocate to part with men after thirty years. We want experienced men, not men able to march 30 or 40 miles a-day. If we part with the experienced men we lose a very valuable commodity in the force, —experience combined with intelligence. I would keep them in the force up to thirty years, but after thirty years, as a rule, they are done.

11001. On the subject of pensions, are you aware the highest rate of pension given to the London metropolitan police force is two-thirds of the pay?—I do not know anything of the London police.

11002. What is your opinion with reference to the demand of the men for boot money?—In a town like Belfast, where men are eight hours at a time on foot on the pavement, you have no idea what boots they wear. If a man is not well shod, he cannot remain out eight hours without wet feet. Then he goes to hospital, and we lose his services for a pair of boots. They should get the same as the English police have for boot money.

11003. Upon an average, how many pairs would do a man in the year?—Four pairs of boots, for which they pay 15s. and 16s., and some more. My own clerk paid 26s. for a pair to one of the best boot-makers in the town. He said that was the cheapest way in the end. The average price is, however, 16s. a pair, and I think they wear four pairs in the year.

11004. When you suggested that after eight years' service a man should receive 60l. instead of 54l. 12s., did you consider it was possible an allowance might be given for boot money?—I had no mention of boot money then at all.

11005. Supposing a reasonable allowance was given for boot money, would you suggest so large an increment after eight years' service?—My own views would be not to give them such increment if they got 34 a-year boot money. If a man got 54l. 12s. and 3l., I would not recommend him to get the 30l. and 60l.

11006. *Chairman*.—A sub-constable gets 2s. 2d. a-week in Belfast?—Yes, 8s. 8d. a-month.

11007. May I ask whether, in estimating what a man can save, and what his expenses are in Belfast, you have taken into account the pay of 52l. a-year only, or have you taken the 2s. 2d. a-week into account too?—I was not counting the 2s. 2d.

11008. Do you think the duties in Belfast or the circumstances of Belfast are such that he deserves the 2s. 2d. as a fair addition to his pay?—He certainly does.

11009. Have you had experience of many towns?—No; I had only country stations.

11010. Do you think the circumstances of city service generally, from your experience, are such as to warrant some distinction being made between

the city and the country police?—Yes. There is no end to a policeman's duty in the city. The very air he breathes will make him entitled to it. A man cannot wear so well in a big town, and will not turn out as good a man after ten years as in the country.

11011. Mr. Harrel.—In fact, the service in Belfast takes more out of him?—Much more.

11012. And he is obliged to live better?—Much better. If the night men in Belfast did not eat extra paying 11d. and 1s. per lb. for beefsteak, they could not do the work. Night work in a big town is something terrible.

11013. Although the men may have duties of different descriptions to come up to nine hours a-day in the country stations, those duties are not nearly so exacting as the eight hours continuous hard-and-fast duty in the streets of towns?—A man continuously going up and down on the flags, breathing bad air, handling all sorts of rough customers, when a country policeman has not to touch, must feel all this very severe. He has also to do duty in back slams, coming in contact with the lowest of the low in taking them to the police-station. These men have to be fed better, and they say they ought to get 1s. a-night for night-absence, where country policemen get 1s. for eight hours absence.

11014. But after all, a country policeman whilst in the performance of duty similar to that of beat-duty on town gets nothing?—Nothing, but when he goes to a fair or a market, he gets an allowance for eight hours' absence.

11015. That 6d. is granted by the Corporation?—Yes, and the men say it is not sufficient. The wear and tear is something dreadful.

11016. *Chairman*.—Is that night duty in the shape of patrol or beat?—Beat. A policeman on beat-duty in parts of Belfast, which are not very reputable, arrests a prisoner, or two or three prisoners. He gets home to his house till 10 o'clock, when he must be in the police office, and he loses the entire day's rest. He goes back to his barracks at 1 o'clock, and he must be on parade at 5. Therefore he effectually loses his day's rest, and 6d. does not pay for that.

11017. There has been a good deal of dissatisfaction expressed by the men on the irregularity of the systems of promotion which appear to prevail under different county inspectors. Is it your experience that there is an absence of uniformity of principle in the way in which promotion goes?—There is. When I was in North Tipperary young men of five or six years' service were promoted. In Belfast so long as the town inspector has good men of fourteen or fifteen years' service he will not look for the young ones. Some county inspectors have an idea that young men should be encouraged, the men of longer service then become disheartened, and disheartened men are no use to us.

11018. Various suggestions have been made. One is that no man should be promoted until he had attained a certain period of service?—I think not. There are certain cases where men of seven or eight years' service show an aptitude, and should be promoted.

11019. While you would have power to supervise to promote, in exceptional cases, young men, some system ought to be adopted which would secure that in the main young men should not be promoted at the expense of their seniors?—As a rule, men should not be promoted at the expense of men senior to them. It is disheartening to the men of experience and steadiness.

11020. Have you any suggestion to offer?—I know of no way except by telling county inspectors so long as they have good men among the seniors to promote them. I think that the promotion of young men has the effect of inducing young men who are fitted for study to devote themselves to study, while the older men are discharging constabulary duty.

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11020. Then you see there are considerable dangers in allowing examination to have great weight as the test for promotion?—I do not allow it myself.

11021. There are two dangers you have already pointed out that ought to be avoided, namely, the danger of promoting young men and the danger of giving too much weight to examination?—By examination I mean literary qualifications.

11022. There is one more, a third element, that one can rely on, and that is after all the discretion of the sub-inspector and county inspector in making selections?—Yes.

11023. It so happens that many men, without imputing unfair conduct to the county or sub-inspectors, have complained that the very want of harmony between officers in various counties produces this irregularity, and pointed out that it is, in fact, the discretion of the county inspector they want to limit. Can you suggest any way by which the county inspector and the sub-inspector might be so circumscribed or advised or directed by their superiors as to be more safe?—I do not think I can lay down a plan.

11024. It would be a matter of great importance to us to know what system prevails among so large and important a force as that of Belfast. Be kind enough to say what principle you adopt?—I get my men together and examine them as to their orthography, writing, and rudiments of drill. Then I take their general character and conduct as policemen, and, lastly, I place very slight importance on their appearance. The principal thing I look to is, are they good, steady, honest policemen?

11025. As to the way in which a man does his duty of policeman, a great deal rests on the discretion and sound judgment of the officer?—Yes, who first recommends him to the county inspector. He sees the men on the sub-inspector's promotion list and forms his estimate of them, and places them on his own list, which is the last.

11026. May I ask whether you have come across any symptoms at all of suspicion on the part of the men that external influences weigh in the matter of promotion?—No external influences whatever could affect promotion in Belfast.

11027. I know; but is there any suspicion on the part of the men?—There is none.

11028. Mr. Harrel.—In Belfast, as a matter of fact, the men on which men have been promoted in the whole town, as well as in your district, are usually the ones as suggested by you?—I believe so, from what I can glean from the other sub-inspectors. There are four of us in the town.

11029. In regard to the written examination to which some of the men are subjected, with the best intentions in the world, scarcely any two of the officers would be in accord as to what was necessary and what was not necessary?—You could scarcely expect they would be in accord in everything.

11030. Scarcely any two officers would give the same standard of examination?—Very likely they would not.

11031. Has it ever struck you as advisable to suggest to the officers what the Inspector-General or the superior officers might consider a fair test for the written examination?—The way I manage the written examination is a relative thing, one with the other. Two men write specimens of dictation, and I look at the general writing.

11032. I am not speaking of comparisons after being written, but of the character of the dictation and the character of the simple arithmetic—I mean that the nature of the dictation itself is difficult?—Some would give more difficult dictation to the men than others.

11033. And a man who might pass with one officer may fail with another?—Exactly.

11034. Has it ever struck you that if some uniformity as regards the written examination were instituted, it might be attended with good results?—I think it might. There is a fair example in the

lists at present for the examination of head constables, and if there was a rule laid down for our guidance it would be a good thing.

11035. The man's capacity for the performance of duties and his zeal can be judged but by the officer?—Yes. As regards the educational part of the examination, there ought to be some standard for the men of all ranks.

11036. Chairman.—Suppose a scheme of this kind were adopted, that no man should be promoted unless his officer certified that he was not unfit for promotion?—That is already in existence. We certify that he is fit.

11037. Suppose, then, that the first requisite for a man to be promoted would be that he should be certified by his officer to be not unfit for promotion?—Yes.

11038. There are degrees from that up; one man may be much more fit than another. Suppose you made the entire merit to consist of 300 marks. Suppose you give 100 marks to be gained by literary merit; 100 marks by merit in examination in police duties; and suppose then that you supplemented the certificate given by the officer that the man was not unfit by giving 100 marks for general appearance, character, and capacity; so that the officer would have it in his power to give one man who was admirably suited 90 marks, and to give another man who was barely not unfit only 20 marks. Do you think that, or some such scheme as that, would do all that or improve the present situation?—I think it would. It would bring the men all over the country on a level footing. That is almost my plan.

11039. It is, but the object is to have some system which would enable the men to see that that plan is carried out with something like reasonable certainty. You think something of that kind would be satisfactory?—It would.

11040. And that while this examination and this system of giving certificates and marks for character were maintained, seniority at the same time should be a guide in the selection; for instance, if there were two men, both certified not unfit, both gaining 75 marks for literature, both gaining 100 marks for knowledge of police duties, and both gaining 55 marks for general character, that then the senior man should be preferred?—Yes.

11041. Mr. Harrel.—The exception taken to the present system is that, in fact, all lies within the discretion of the sub-inspector and the county inspector, and that each man has relief for himself, and that, even with the very best intentions in the world, and wrong intentions are not imputed, a wonderful diversity of practice is the result. Would not the scoring of marks even on that fixed principle by which a man could receive any number under 100 under circumstances which could only be arrived at from the opinion of the sub-inspector alone be open to some objection on the ground that the matter really lay within his discretion?—To some extent it would; but it would establish a general system all over Ireland, and that is what the men want. They do not want to have constables of five years' service in one county and men of fifteen years' service in another.

11042. Of course, if some standard of examination were not established, a sub-inspector would again have it virtually in his hands to give one man a difficult examination and another an easy examination?—He might get two men, one a very good scholar and the other an indifferent one, and giving them a regular stiff examination, the scholarly man would come out first.

11043. In the examination in police duties a sub-inspector would examine the men himself?—Certainly; and again, there are several ways of examining in police duties.

11044. Could the examination in police duties be done by a written examination?—It would be limited. It would take a tremendous time to write answers to all the Acts through which you would

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have to take him. You can examine him in a couple of hours, whereas to go over the same things in writing would take a week.

11046. It would come to be a matter within the sub-inspector's discretion?—I think they would not fairly. I think my plan is the best, where they are all together. They know perfectly well I cannot always be thinking, while asking a question, of an easy one for another whom I want to favour.

11047. Chairman.—Are these examinations sometimes confided to a young sub-inspector who has just joined?—Each sub-inspector is responsible for his district if he was only a month in it.

11048. If he has to conduct an examination, when only a year or so or six months in the service, the men can have very little reliance on his judgment?—Particularly when men see they are nearly as long in the service as he is old.

11049. Mr. Harrell.—Of course, that has to be done over again by the county inspector?—Yes. He orders them into his office, and examines them over again.

11050. Chairman.—But the young sub-inspector may actually exclude a man from the chance of being called before the county inspector?—He may. If not on the sub-inspector's list, the man is not brought in. There is another little matter on which there is want of uniformity in the force. Some officers think the promotion list should contain some two or three or four of the best men of the district. There may be others who are fit for promotion, but are not the best. My plan is to have every man fit for promotion on the list, even if there are twenty of them.

11051. Mr. Harrell.—In fact, you do not regard the immediate prospect of promotion, but you regard rather the men in your district, who from seniority and general fitness ought to be promoted, if the opportunity presents itself?—Yes. The list is headed "Promotion List." If you put only three men on out of 130, the Inspector-General will assume there are only three fit; but I have 30 on it in the order of their fitness, according to the test of their marks.

11052. Chairman.—Do you find from experience the promotion in the district you manage is satisfactory to the men?—It is. The only grievance the men have is this, that the proportion of constables to sub-constables is less than in the country.

11053. Mr. Harrell.—I believe it is one to eight?—Yes.

11054. In the country it is one to four or five?—Yes.

11055. And, consequently, promotion is much slower in Belfast?—Yes. In the County Down there are constables of five or six years' service. The constables in Belfast have fifteen or sixteen years.

11056. Chairman.—As a rule, when men are sent to Belfast, are they left in Belfast for a considerable length of time?—Yes.

11057. Would you say the Belfast constabulary force is even at present somewhat distinct from the ordinary constabulary force in point of constitution?—I think we are all pretty much the same.

11058. Mr. Harrell.—In point of habits of duty, are they different?—There they must be different. They lead totally different lives. Look at men in bed every day for a month and out every night for a month—is not it totally different?

11059. Mr. Holmes.—In the dépit you had opportunities of seeing the class of work the Dublin metropolitan police had to do. From your experience of Dublin and Belfast, do you think the

duties of the police there are as onerous as the duties of the metropolitan police here?—I think they are. We have less men and nearly as big a town. I think we do exactly the same duties as the metropolitan police in Dublin, and we have only 500 men in a town with a population of 210,000 people. In Dublin there are 1,400 men with a population of 320,000.

11060. Mr. Harrell.—But the suburbs of Dublin are much scattered?—Yes, and they take in Kingstown. Ours are 4 miles across.

11061. Except in ordinary times, Belfast is quiet?—Yes.

11062. Mr. Holmes.—You are aware there are only three reliefs in the day in Dublin, and there are three in Belfast?—Yes, three in Belfast—first division, second division, and third division. The first division of day-men is divided into two reliefs. The man who goes on at 6 in the morning has to go on at 3 o'clock again. Then the evening-men from 6 to 11 o'clock; and the night-men go on at 11 and stay till 6 in the morning. There is another little matter. The men would like the roll-call to be all the year round at 10 o'clock.

11063. Chairman.—Do you think that a reasonable thing?—Certainly. If a man is required on duty, the constable knows he requires him, and can warn him for it. A man goes to see a friend if he is not wanted back at 9 o'clock.

11064. Mr. Holmes.—Do you think that the same hostility towards the police prevails in Belfast as, I am sorry to say, appears to prevail in other parts of Ireland at the present time?—About 40,000 or 50,000 of the mill-working class are as hostile to us as any other class.

11065. Chairman.—A great many men have said that the rule preventing policemen off duty from going into a public-house is not strictly observed; that it is a hard rule, because it deprives a policeman of the possibility of bringing a friend anywhere to speak to him or entertain him, and that, furthermore, when they do break the rule, as many of them are in the habit of doing, it lays them open to reproaches from persons who see them, and very often when they go to arrest a prisoner, and discharge their duty, they are threatened to be reported for having been in a public-house. What is your opinion as to that rule?—I think the rule is very proper one for a policeman in uniform. To be seen entering a public-house is not proper.

11066. Are you aware the rule is violated?—Sometimes; and then when we catch them, they are made to suffer.

11067. But, according to the evidence of some men, it is violated almost habitually in certain places?—It could not be violated much in Belfast, because the constable superintending the beat is constantly walking about. A policeman in a country village has two or three streets, and he can turn into a house without being noticed. In Belfast he does not know where the sub-inspector or constable may see him.

11068. Assuming it is violated to a considerable extent in rural districts and small towns, would you suggest there should be any modification of it, or that the violation should be allowed to go on, or that some effort should be made to enforce the rule?—I would enforce the rule, from my experience. I never saw any good come of a policeman being in a public-house with the people. If he gets in the least excited, they do not lose the opportunity of harrasing him. I do not think it is a good thing to have them "loafing" in uniform in public-houses.

County Inspector GEORGE EDWARD NEWLAND, examined.

11069. Chairman.—What rank do you hold?—I am county inspector.

11070. How long have you been county inspector?—Six and a-half years.

11071. Where are you stationed?—In Galway, West Riding.

11072. We have had, as you are aware, a general demand for an increase of pay?—I am aware of that.

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11073. You know the rates of pay which at present prevail in the force, and the periods of increment?—Yes.

11074. You also know the necessities of expenditure that arise in the case of single men and married men, and the relative positions of those different classes of men. Be kind enough to give us your general impression as to the adequacy or inadequacy of the pay for the purpose of the ordinary expenditure so necessities?—Generally speaking, I think the rates of pay are adequate, or very nearly so. I do not think there need be any very great increase, if any.

11075. In the case of a single constable beginning at 32l a-year, at 18 or 19 years of age, would you agree with evidence that has been given, that, so far as enabling him to live comfortably, his pay at the present moment is not inadequate?—I do not think it is inadequate.

11076. He is allowed to marry at the end of seven years' service?—Yes.

11077. Fortunately, they do not all marry immediately at the end of that time?—I really do not know what statistics would say on that point.

11078. Take the case of a man marrying at ten years' service, and living in an average way as to promotion, and at the end of three or four years having three or four children, the man I have just described is a very ordinary specimen of the constabulary?—Yes.

11079. How would you say would his pay meet the necessities of his case?—I think he ought to have something in the shape of a lodging allowance.

11080. If he lived out of barracks?—Yes.

11081. You spoke of certain slight changes that you would suggest in reference to pay; tell me in what direction do you think the present scheme might be modified so as to make it more satisfactory?—I have not considered the matter very closely to make a suggestion. What I meant was, that the present rates are very nearly all that the men ought to get, but I am not prepared to recommend any specific sum as an addition.

11082. Do you approve of the periods at which the increments come under the present system—four, eight, fourteen, and twenty years' service, under which the sub-constable does not reach his maximum pay until he has served twenty years?—That might be a fair case for modification.

11083. Do you not think that a sub-constable has attained the maximum of his efficiency and capacity at fifteen years' service?—I think he has. He ought to have reached advancement at that time; as a general rule, most men do.

11084. He ought to have reached promotion?—Yes, I think that is a fair time at which a man might have hoped to reach promotion.

11085. But supposing he was one of those men that did not reach promotion for some cause or another, and still remained on as a sub-constable, do you not think that a man who was unable to attain promotion at the end of fifteen years was very little likely to improve as a sub-constable between fifteen and twenty?—I think he would be as good a man as ever he would be at fifteen years' service.

11086. Would you be for giving him his final increment as a sub-constable before the present term?—I would.

11087. Does the subject of pension appear to weigh much with the men?—More almost than anything else, I think.

11088. Probably with the men who got in since 1856?—Those are the men I allude to.

11089. It weighs with them even more than pay?—I think it does. I think if there was an equalisation of pensions with the men that entered previously to the 1856 Act, it would remove a very great difficulty with the men.

11090. I suppose you are aware that, with the exception of the older members of your force and the older members of the Dublin metropolitan police

force, there is no force in the United Kingdom where the equalisation of pay with pension prevails?—I have heard that; I am not aware of it.

11091. Do you know much about the Dublin metropolitan police?—I have resided in Dublin, but I know very little about them.

11092. What is your experience as to the ordinary head constable or conviable going out at thirty years' service as to his physical strength; is he fit for work when he goes out?—I think some of them are.

11093. With the view of testing your opinion of their physical capacity may I ask if you think many of them can be retained with advantage in the force after that service?—As regards their physical capacity, I think they might be retained.

11094. Do you think many of them might?—Some of them, a small proportion, not the majority.

11095. Then I take it the majority, if they leave at thirty years' service, must be sent for any hard work?—I think so. I think you have got the best of them. You have got nearly all you ought to take out of them.

11096. And, therefore, they must confine themselves on leaving the force to looking for a class of employment that will not be very arduous, and not very remunerative?—Yes; there are exceptions where men do get remunerative employment.

11097. In your county and the towns scattered through it, do you find that the police pensioners generally get employment, or are they idle?—A great many of them are idle.

11098. Is that of their own free will, or because they cannot get employment?—I do not think they could get congenial work.

11099. That would go to show that they are in the habit of passing by or rejecting certain kinds of employment?—They do not go in for anything at all in the shape of manual labour.

11100. That would be adequately explained by what you describe as their general condition?—Yes.

11101. Are they willing to take employment as caretakers?—They are, if they can get it.

11102. But they do not find it easy?—They find the remuneration so small they do not care to take it.

11103. And the small remuneration carries with it a lowering of the social status?—I think it does.

11104. Mr. Holmes—So far as you know, do any single men in the rank of sub-constable save money?—I have no positive knowledge of that. I think the men have not the amount of savings they had a few years ago.

11105. To what do you attribute that?—There is no doubt the men have been at considerable expense for the last few years from one cause or another. There can be no question about that.

11106. Putting aside that, do you think the cost of living has materially, if at all, increased since 1874?—I do not know that prices are a great deal higher than they were in 1874. They may be a little.

11107. Then do you attribute it to a higher standard of living on the part of the men?—They live well, as a rule.

11108. When did the force in the County Galway begin to be discontented with their present pay?—I could not fix a period exactly for it. I am only there fifteen months; but certainly for six months or more there has been a good deal of talk amongst the men about those matters.

11109. So far as you know, were the men satisfied with the increase given in 1874?—At that time they were fully satisfied. This has arisen since.

11110. What is your opinion in reference to the demand for boot-money?—The wear and tear of boots is very great, and if that could be conceded I think it ought.

11111. What do you suppose the men in the country parts spend on an average on boots in the year?—I am not prepared to answer that.

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11112. How many pairs of boots would they wear in the year?—I have never inquired or gone into that. I could not give you an answer of any value.

11113. Do you think the present allowance for making up the uniform is adequate?—It is inadequate, in my opinion.

11114. To what extent is it inadequate?—I could not give you figures for that; but I am satisfied in my own mind that the men pay more than they get in almost every instance.

11115. *Chairman.*—There has been some evidence given before us, obviously with a great deal of reserve and timidity, by some of the men, on the subject of the difficulties of discipline which have arisen on account of the want of a boundary between the authority of the police officer and the resident magistrate. Are you aware that any feeling exists among the men on that subject?—I think there is a strong feeling, if you refer to the recent arrangement.

11116. Exactly?—I think there is a strong feeling. They feel they have more than one master.

11117. You spoke of the recent arrangements. Are there any definite arrangements guiding you and the special resident magistrates as to the spheres of your respective duties—are there any definite published arrangements which point out the duties and the privileges of each?—No, not specifying the duties, but there was a circular issued by the special resident magistrates of the division of Galway, the purport of which was that everything except discipline or matters connected with internal economy—in fact, all correspondence connected with crime was to go to him, and to be diverted from the county inspector's office. That is the only thing in the shape of any definite order I saw on the subject.

11118. Then so far as giving orders to the men, regulating their movements, duties, and so on, these matters giving authority to the special resident magistrates have not been regulated by special orders?—No, they are unsettled.

11119. Does the present feeling affect the authority of the officers among the men, or affect discipline, in your opinion?—I think it does more or less affect discipline.

11120. Be kind enough to tell us in what way it operates among the men?—The men are moved about to a certain extent without reference to the county inspector; that is to say, in some instances he hears of the movements after they have taken place. There are certain men placed on what is called special duty, who are removed from all control of their own officers, and placed in an independent position as regards them, but put, so to speak, entirely under the authority of the special resident magistrate, he employing them as he thinks fit.

11121. Tell us whether any large number of men in your county have been to some extent taken away from the control of their officers, and placed under the control of the magistrates?—I should not say they are taken away altogether from the control of their officers, because they have been placed in certain stations and detailed for certain duty, and ordered to report to the special resident magistrate, and to nobody else, mentioning verbally to their own officer what they think worthy of being made the subject of report.

11122. Subject to that duty of mentioning verbally whatever they think right to their own officer, they are left under the control of their own officer?—They are now, and they perform duty. At first they were totally removed from his control and did no other duty, but they were placed in certain towns. That has been modified since by an order that those men are to perform duty, but that they are to be free from control as regards the special duty for which they had been detailed.

11123. What effect has this system of dividing the services of the men on the authority of the officers over them?—It lessens it.

11124. Tell us whether you have learned that this has any effect on the discipline of the men?—To a certain extent I think so, in this way, that the men in some instances are looking for any favour of advancement more to the resident magistrates than their own officers.

11125. There has been a good deal told us by witnesses here not as to any spirit of unfairness on the part of sub- and county-inspectors, but as to a certain disparity of system between different county inspectors, resulting in the promotion in one county of men, as a rule, of five or six years' service; in other counties not until they had reached fifteen and sixteen, and there seems a desire on the part of the men that no man should be promoted until he had reached eight or nine years' service, save under very exceptional circumstances, and also that the discretion of the county inspector should be as hedged round as to secure uniformity. Tell us what your experience is on that subject?—For my own part, I do not think I have ever promoted a man of very short service; and, on the other hand, I am averse to promoting men who have reached a certain limit without having been advanced. I think it would be difficult to lay down hard and fast rules as to the period before which a man was not to be promoted, and the period after which he was not to expect promotion.

11126. You are aware, notwithstanding, that there is a great deal of inequality in the systems which are adopted by various county inspectors?—I think there must be.

11127. Do you not think, too, that, so far as possible, it would be desirable to have some uniform system adopted through the country?—Decidedly.

11128. Have you any suggestion to make by which a greater uniformity might be introduced without interfering with a certain amount of discretion on the part of the county inspector—in other words, you see there is no evil; do you regard it as inevitable, or do you think it could be mitigated?—I do not regard it as inevitable, and I have no doubt it could be mitigated, but I am not prepared with any suggestion at the present moment that would be of very much value. I experienced a great deal of difficulty myself in making selections, sometimes from want of sufficient knowledge of the individual character of the men, from being a short period in the county.

11129. May I ask you what principle guides you then in those cases where, from want of personal knowledge of character, you are at a loss?—The men are all examined by the county inspector. It is one of his first duties on coming to a county. Then he must form the best opinion he can after the examination, guided by his personal observation. He may make a mistake as to a man's character, attainments, and general fitness, which of course any man is liable to without the least intention of doing anything that ought not to be done. For my own part, I endeavour to form the best conclusion I can as to the merits of the various men, taking all things into consideration as regards service, literary qualifications, and other matters.

11130. *Mr. Harrel.*—Of course, the persons that you may find on your promotion list may have been already selected by the sub-inspector?—Yes.

11131. So that naturally your duty as a county inspector has reference to those men who must have commended themselves to the notice of the sub-inspector before they come to you?—Yes, the sub-inspector under whose immediate command they were serving.

11132. Then, in point of fact, a man's advancement not only is to be attributed to the selection of the county inspector, but also to the selection and at the discretion of the sub-inspector?—Yes.

11133. Different standards of examination, both written and *viva voce*, exist in different counties?—I have no doubt they do.

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11134. And also in different officers' districts?—I am sure they do.

11135. Have you ever thought of any means by which a uniform standard of examination might be adopted?—By papers. I do not see what would prevent a system of papers being determined upon.

11136. Do you think it would be desirable, or a step in the right direction perhaps, if suggestions were made as to the examination papers that might be given to sub-constables, for instance?—Yes.

11137. We understand from you that you do not approve of the promotion of men at a very short period of service?—Not unless for some extraordinary service. A man may be very intelligent and very highly educated, but without the stability necessary to render him a really valuable man. There are exceptions, of course; but men of short service have not got the necessary experience, and very often they have not got the discretion necessary to control others.

11138. *Chairman*.—We have been told that the regulation excluding the men in uniform from a public-house when not on duty is very much violated, particularly in small places, and it causes a certain amount of scandal to see a policeman in a public-house, because a few days afterwards when he goes to arrest a man it may be thrown in his face. The men say it is hard that they should not be permitted to go into a public-house when off duty and having a friend. What is your view about that?—I do not think it would be for the advantage of the men to relax that rule much. In many places, especially small places, the public-house is a general shop, and men are free to go into that; they are not liable to be reported, or at least, they could easily explain and get out of it; but for a man to go into a public-house and not be guilty of any breach of discipline thereby, I would not be inclined to relax the rule. I should very much that any of the public would throw it in the teeth of a man, or that he would be reported for going in, for I am sure they go in and they are not reported, while the civilians can report a man if they choose.

11139. *Mr. Herrell*.—But after all, when a civilian sees a policeman go into a public-house he knows he should not be there, and although he may not report him, the policeman feels himself compromised by the situation?—He does. The difficulty is where to draw the line. I would like myself to see a man able to take his friend into a respectable place and entertain him, if it would stop there, as I would myself if I chose to go with a friend into a club or a hotel. I would be glad if the men had that privilege without committing a breach of discipline. But as I have said already, it is a difficult thing to know where to draw the line.

11140. *Chairman*.—On the subject of unfavourable records, the men feel it a great grievance when a man is punished, and thereby gets an unfavourable record, that by that unfavourable record his chances of promotion are postponed for a very long time. They do not complain that an unfavourable record should stop him for two years, but that after two years have passed and he again becomes eligible for promotion, the unfavourable record tells against him and also his pension. Tell us your views on this subject?—The matter of unfavourable records is a great sore with the force; and I think, if means could be arrived at by which the record could be wiped out after a certain time, it would be a great thing for the men, and remove a great grievance.

11141. Would you suggest any period or any system?—An unfavourable record might be cancelled by a favourable one, or a certain period of good conduct wipe it out. I would say five years' good conduct ought to wipe out an unfavourable record, and a lesser period for a trivial offence.

11142. *Mr. Herrell*.—If the matter be recorded as an unfavourable record, there is very little distinction in the result whether the offence be a very serious one, or, comparatively speaking, a light

one?—Quite so, and some of the records are really for trivial offences.

11143. Fines imposed on recruits at the depot prior to joining their counties from the fact of being imposed by the Assistant Inspector-General are records?—They are.

11144. Although punishment for a like matter in a county is not a record?—No, unless followed by another by the same authority.

11145. Would you mark a distinction between the records?—I would. I may mention a record present to my mind. It was made against a young man, a recruit, I suppose, for reading a newspaper in the hall where he was placed on duty, and that record stands against him for all his official life. I believe that rule is modified now, and trivial offences are not so recorded.

11146. May I ask whether it might not be desirable if, in certain circumstances where the Inspector-General did not think an offence was disclosed on the paper, that he might dispense with recording at all, although he might punish?—Certainly.

11147. Then those left as records, if such a recommendation were acted on, would be really serious offences?—Yes. In the cases mentioned the man would be punished, but the record would not appear against him.

11148. I believe that is not the regulation at present, but where the Inspector-General punishes it follows, as a matter of course, that that is recorded?—Certainly. A case decided at headquarters results either in an acquittal or a record against a man.

11149. Unless there is a special minute that it is not to be recorded?—Yes, of course.

11150. You think, perhaps, the extension of that system of not recording might be advantageously acted upon?—I do.

11151. And it would lessen the difficulty somewhat of dealing with this question of unfavourable records?—It would. I may mention an instance that came under my notice. Head Constable Landers, who joined the force December 17, 1849, was fined 10s. for drunkenness on January 16, 1863. He has now over thirty-two years' service, and that record still exists against him.

11152. The men have stated here that a hardship in certain cases arises to married men with grown-up families, from the circumstance of the children being obliged to be removed from the barracks at the age of 14½ years?—No doubt there does.

11153. It is advanced that morality would not suffer from children being obliged to stay in barracks; on the contrary, that a young girl, for instance, is in greater danger in sleeping out of her father's house at that age than she would be if she had continued to remain in the barracks?—That is probably true.

11154. Do you think, from your experience, that it would be possible to extend the indulgence to a longer period than 14½ years?—I would to 16 years of age.

11155. There is another matter we would like your opinion on, namely, as to the quarter of a-mile radius. It is a good deal spoken of, and men say that it is not generally strictly complied with?—Yes.

11156. I mean, not for married men's quarters, but for men when not employed on duty that they are not to go more than a quarter of a-mile from the barracks, nor be absent more than two hours. Do you think there might be an extension of that radius, or that distance might be done away with, and the absence computed by time?—I do; but I think a man should be readily found. It should be a breach of discipline if he failed to notify where he was to be found.

11157. By another regulation, which we do not presume would be affected by the change, he is required to tell the barracks orderly where he is going to?—Yes.

11158. You think if he did that no ill consequences would arise from allowing him to be absent for two hours?—I do.

11159. Do you think the men have liberty enough in two hours, seeing they can get leave from their constable for four hours?—I think they have. I need not tell you, or anybody who knows anything about it, there is frequently a sudden call for men, and it is very awkward to have men out of the way.

11160. Of course, only half the men can be absent?—There may happen occasions which require the whole of the men.

11161. Have you experienced that any hardship arises from a constable not being able to take an hour or two himself, or occasionally from not being able to give the men more than four hours' leave of absence at distant stations; and although the constable can give a man four hours' leave of absence to go out of his sub-district, he cannot take it himself?—He ought to have the privilege if he can be spared from duty to leave the senior man to represent him, and say he is going to such a place for a certain time.

11162. In fact, to hand over charge to a senior man, and record it in his diary as leave to himself?—Yes. As a matter of fact he goes away to market, and it is duty, but it sets us loose.

11163. Do you think it necessary that the period of four hours for which he is able to grant a man leave of absence should be extended?—I think he might give six. A constable fit for his position might be permitted to grant that much.

11164. They also, speaking about roll-call, say that in winter 9 o'clock is early, and they ask that it should be uniformly at 10 at all seasons of the year. In towns, no doubt, after doing his duty, it is rather early if a man is spending the evening, or part of the evening, to come in at 9 o'clock?—In roadside places I do not know what a man would do out till 10 o'clock at night. There are so many safeguards to it in other respects that it might be extended.

11165. It could not be very much later?—No.

11166. The men say, what of course we all know, that policemen have very little in the way of relaxation or amusement?—Latterly they have little or none.

11167. But even at times duty was not so severe as latterly; they are not men that have much relaxation?—No; it is not within their reach.

11168. They say there is one amusement, and they are prohibited from engaging in it—that is, fishing; and in the neighbourhood of a river or a lake when not engaged on duty it would be taken as a great indulgence if they were permitted to fish?—It would be a safe amusement in my opinion. I have no doubt that in out-of-the-way places men do fish and transgress the regulations of the force thereby, and I think it better to allow men to do an innocent thing than if they do it under apprehension that they might be punished for it.

11169. There is considerable complaint made about the insufficiency of fuel in large places?—It is insufficient.

11170. Of course, they always use the fuel for the kitchen and guard-room in common; but the allowance even for the guard-room is said to be insufficient in some places?—I think it is.

11171. Recently it has been necessary to keep up large fires by night to dry them and warm them coming in?—Yes; and in the men's accounts you will see a charge for fuel in many instances beyond the regulation allowance.

11172. Then that complaint is not unfounded?—It is not, in my opinion.

11173. There is another matter that has possibly come under your notice, and that is, that occasionally, where a man may be alone at a station, or where there are two single men, the tax of the servant is very heavy?—Very heavy; and the

servant is dissatisfied. They find it extremely difficult to keep a servant of all under the circumstances.

11174. Of course, it is contrary to any principle that could be stood over that Government should step in to assist a man. But have you thought of any remedy?—Of course, by equalizing the number of married and single in stations; but that cannot be done, because you would put a great many married men where they could not get accommodation; so that you would be punishing them.

11175. Then, in point of fact, a county inspector finds it impossible to meet the difficulty in that direction?—You must crowd the married men more or less into the towns, and that, of course, reduces the number of single men in some instances almost to a cipher, rendering the difficulty all the greater.

11176. Seeing that the servant's time in these barracks is occupied a great deal not only in cooking for the single men, but also in keeping in order the barrack furniture, for which married and single men are responsible, has it ever struck you that the proportion allocated for those wages is small in the case of a married man, being generally 1s. a-month, as compared with 4s. 6d. for the single men?—I have not thought of that, because the married men are not much in barracks.

11177. After all, it is an indulgence to them to be permitted to sleep out?—It is.

11178. And they are more or less responsible as members of the party for keeping in order the public property that is used in common?—Quite so; I have not considered that.

11179. Except by making some different arrangement on the part of the married men sharing in the expense to a greater extent than at present, the only other remedy would be either to let the single men bear it or to help them?—I think the married men ought to bear a larger proportion of the expense than they do. It is a privilege to them to be allowed to congregate in the towns, and thus, of course, driving the single men to the more remote stations, and for that privilege perhaps they ought to be called upon to pay more than they do at present.

11180. That is to say, that the married men, from the circumstances of their position, should not be allowed not only to be the means of putting the single men to the out-stations, but to impose some hardship on the single men at the stations where they happened to be?—Yes, in consequence of reducing the number of single men for their personal advantage, and, therefore, entailing the greater expense on the single men that remained.

11181. Mr. Holmes—Do you think that the allowances recently granted by the Treasury of 4s. a-night to head constables and 3s. 6d. a-night to other constables when absent from their stations are quite adequate to meet their expenses?—Not invariably.

11182. You are aware, of course, that these allowances are in one case 6d. and in the other 1s. in excess of the old allowances?—Yes; 6d. for the head constable and 1s. for the lower ranks.

11183. Notwithstanding the increase given, you are of opinion that in some cases these allowances are not sufficient to meet the expenses?—They are not when men are assembled in crowded towns at seasons, assizes, and on other public occasions.

11184. In addition to the allowances I have just mentioned, the men put forward a claim that the temporary addition of 1s. in each case should be made permanent, thus giving a head constable 5s. and other constables 4s. 6d. a-night when absent from their stations?—I think these would be very high permanent rates.

11185. And you think in ordinary quiet times, when the police would not be put to such expense as probably they are now in consequence of the hostility of the people, that the permanent allowances of 4s. and 3s. 6d. would be quite sufficient?—The allowances are out of proportion, the head constable's so little exceeding the lower ranks. Perhaps he is not

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at greater expense, but still I would have made a further distinction between the ranks.

11188. You only draw the distinction between head constables and constables?—Yes.

11189. You do not mean there should be any difference in the amount of the allowance between a sub-constable and a constable?—No.

11190. Have you experienced any difficulty in getting recruits in the County Galway?—There is a fair proportion of recruits coming in.

11191. Are they coming from as good a class as formerly?—I do not think they are, quite.

11192. From what class are they recruited now?—The small farmers a good deal still, and some from about the towns. Shop assistants and people of that class are joining the force.

11193. Assuming that no change was made in the present scale of pension, do you seriously anticipate any great number of young men in the force leaving?—I think they would. I expressed that opinion privately some time ago before this agitation at all.

11194. And you think the question of pension weighs more with the men than the question of pay?—I think it does; I have that from some of themselves.

11195. Do you think, on the whole, the present pay would be sufficient if an allowance were given

for boot money, and an arrangement made that men should not be out of pocket for making up their uniform clothing, there being also some addition to the present allowance for fuel and light?—I do not know. I might omit an allowance now in answering your question.

11196. What I mean to say is, if these allowances I have mentioned were given, do you think that the present rates of pay, on the whole, would be sufficient?—On the whole, I do.

11197. I presume you see that these allowances would act as an addition to the pay?—Yes; but not to pension; they would not count.

11198. Is there anything else you would suggest?—The stationary allowance for constables at stations even at the increased rate I consider inadequate in some places.

11199. Mr. Horrel.—That is at 2s. 6d.?—Yes. In any special resident magistrate's district it is certainly inadequate. The constable has to send him a daily report and send his letters, and that of itself entails a considerable expenditure of stationary. I believe in the division I am in there is some stationary being supplied now by the special resident magistrate. I have seen it in barracks, but I do not know to what extent it is supplied, how it is supplied, or anything about it.

Head Constable MICHAEL WALL, examined.

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11200. Mr. Holmes.—Where are you stationed?—In Schull, West Cork.

11201. What rank do you hold?—I am a second-class head constable.

11202. How long have you been in that rank?—A year and a-half; twelve months the 10th April last.

11203. How long have you been in the force?—I had eighteen years' service last August.

11204. How long have you been stationed in the County Cork?—My first station was in the county of Waterford; then I was transferred to the city of Waterford; then I went to Cork, and I was about ten years in the city, and in the East Riding a short time; and since my promotion to my present rank I have been in Schull.

11205. Chairman.—Tell us what are the views of the men you are sent to represent here on the subject of pay?—They feel they are entirely inadequately paid; and not alone that, but they say, since the formation of the Irish Constabulary they have been paid less than any other police force in the United Kingdom.

11206. First of all, take the case of an unmarried sub-constable or acting constable living in your part of the country, would not you say that he, so long as he remains unmarried, ought to be able to save something on the present rate of pay?—I would say that he should be able to save something.

11207. When he marries, and is obliged to live outside barracks, then, I suppose, he feels the pinch?—There is the expense of a house and the support of a wife and family then.

11208. Have you any data to go on as to the sufficiency or insufficiency of their pay to enable them to get through?—I think the pay is not sufficient. A constable in Bandon gave me a scrap of paper on the day I was there, and said that was what he had jotted down as his idea of the expense of living. He is a married constable, with four children, and lives outside barracks.

11209. Is this his actual expenditure, or the expenditure that he would consider fair?—I looked over the items myself, and I find that a good many of them appear excessive; while others would be, from my own experience, his actual expenditure,

such as for meat and provisions. Here is the account.

[Furnished.]

11210. Beef, 2l. for the month?—I do not think that is excessive.

11211. Groceries, 15s. 2—I do not think that is beyond the mark for a family.

11212. Potatoes, 13s.; vegetables, 6s. 2—I think the vegetables a little high.

11213. Milk, 15s.; butter, 14s. 2—That may be a couple of shillings too high.

11214. Items like pepper and salt, 1s.; soap and blues, 6s. 2—I would say half that.

11215. Mr. Holmes.—Is not 10s. for fuel and light, all the year round, rather high?—I do not think it is. The price of coal varies. In the summer season it is low, and unless you are able to take in a stock you pay a high price; I know we sometimes pay 35s. a ton for coal. When the season comes to the quay we get it for 22s.

11216. Is there no turf?—There is; but the turf is of bad quality, and we never use it in barracks, except to light the coal and do a little baking.

11217. Chairman.—The entire of this would be 7l. 16s. a-month?—Yes, and that is beyond his pay.

11218. That would amount to 92s. 8s. a-year. For his own boots, and for boots for his wife and children, 5l.; clothing for wife, 5l.; diets for children, 5l.; inside clothing for himself, 2l. 6s.; house rent, 10l.; making up the whole to 119l. 14s. Take this man's case, how does he meet that expenditure?—He cannot, unless he receives money from his friends and people-in-law. I have known the people-in-law of married men frequently to send potatoes and provisions. Of course, he must run the risk of being in debt; otherwise he must do without some of those necessities he places on the paper.

11219. Suppose this man's rent were paid, that would take 10l. off, and leave him still with 109l. 4—It would.

11220. There are many men on his pay who are obliged to feed not only four, but six or eight children?—Yes.

11221. It must be that they do not live up to this

standard of comfort?—They cannot. If they do they go in debt and ruin themselves. They are unable to maintain their position at all. I look upon this as an estimate. Of course, he cannot possibly expend 119s a-year, because he does not get those goods, or if he did he would be in debt.

11225. *Mr. Holmes*.—Unless he was fortunate enough to marry a wife with some fortune of her own. Probably this man did?—Probably he did. I know the little they have in the savings bank they have to draw on from time to time.

11226. *Chairman*.—That is to say, a man unmarried saves more or less of money, and when he marries that goes?—When he marries that goes from him. He is continually drawing on his little savings.

11227. You spoke a moment ago of a comparison between your force and the other forces of the Kingdom. I do not mean to say the duties are altogether alike for your force and the force of a quiet county like Devonshire, or any other southern county in England. But have you ever contrasted the rates of pay of your force with the rates of pay of the forces in some of the English southern counties, and the Scotch counties?—I do not know what the pay at present is in some of the English counties; but I know what it was in 1872, as it appeared before the Commission that sat in that year, and the rates of pay in Lancashire, and in Liverpool, and Manchester were in excess of ours a good deal.

11228. But the English counties vary very much. There are places which are very quiet where the rates of wages is not high, and where the rate of pay is low. There are, on the other hand, places where the rate of wages is high, and where there is hard work to do, as I have no doubt you had to do in West Cork?—There is no doubt of that. There is one thing I would like to remark, so far as English police are concerned, that they have advantages which we have not. The advantages are that they receive private rewards or payments for services rendered to individuals. I do not think the constabulary of Ireland will ever look for the privilege of receiving such rewards, but I think it right to mention it to show that those perquisites add to their pay.

11229. We had the evidence of Colonel Cobden, who stands in the same position to 5,000 men in England as Colonel Bruce here, and he had been himself also chief constable or county inspector. He said that there was this giving of a gratuity to men, but it amounted to something very small, and in places generally through England it was not counted on as any real increase to a man's pay.

11230. *Mr. Horrel*.—He stated that there were not ten men in his whole district who got 1s a-year in this manner, and that when a policeman received a gratuity he was obliged to make a report of it, and in certain circumstances where he was allowed to receive sums from private individuals it was instead of his getting extra pay from his own department; for instance, his assistance might be asked to preserve order at an auction, and the person holding the auction would give him 4s. or 5s. for a couple of days. Are there any further statistics on the subject of pay that you wish to lay before us?—There is nothing else that I am provided with to lay before you.

11231. *Chairman*.—A sub-constable joining for the first couple of years has at any rate enough to keep him?—He has, but under such circumstances as existed for the last few years in the country, drafting men from one place to another, their pay, even with the allowance they receive at present, would not be able to keep them. There is no question about that. I have known the men to be charged most exorbitant prices.

11232. I understand you to say your experience has been, that even the 4s. 6d. a-day does not meet the case?—Not if the duties were to continue. If

the agitation were to continue, and the men to be drafted about, it would not be sufficient.

11233. Is that on account of the incidental expenses it is impossible to enumerate?—It is.

11234. You are under a sort of necessity to spend money?—Yes. They are very often in places where they cannot get proper refreshment, and they must take a couple of glasses of grog or bottles of stout. When at auction they must have their dinner. The expense accrues in that way, while if they were at home they could have their dinner in the regular ordinary manner.

11235. *Mr. Holmes*.—Assuming a return to ordinary times, do you think an allowance to head constables of 4s. 6d. a-night, and 3s. 6d. to others, would be sufficient to meet the expenditure?—I am afraid that the return to ordinary times, so far as the police are concerned, we will never see again. Provided the agitation never arose, and that things had gone on as usual, this allowance would fairly meet the expenses of the men; but the people have now got accustomed to charge the high price, and they will keep it on.

11236. Do you think that the temporary addition which has been allowed, as you are aware, for six months to the allowance I have already mentioned, would, if continued, be sufficient to meet the expenses of even troubled times?—The men have not asked me to seek any more. The only thing the head constables asked was that they should receive 6d. more, the same proportion of difference to exist as did exist before.

11237. That, I think, was a difference of 1s. 7s.—Yes.

11238. Do you find that necessary in order to enable you to maintain the difference between you and the men which is desirable for the purpose of discipline?—Certainly; you will not stop in the same house with the men.

11239. And 6d. a-night does not represent the difference in expense?—No.

11240. *Chairman*.—Go to the next matter?—The men feel that when leaving the force after long service and hard duties, and perhaps their constitutions broken down, they ought to receive a liberal pension, so as to place them in a position that they need not resort to any employment that would require physical exertion, for which they are unfit.

11241. What would you consider a reasonable pension after thirty years' service, bearing in mind this, which I ought to tell you, that the highest pension given at present to any police force in the United Kingdom is two-thirds of the pay after twenty-eight years' service, that scale being for the London metropolitan police, and there was a Bill before Parliament last Session to extend it to the police forces of England and Scotland?—Speaking the voice of the men, they requested me to say they would expect to get their full pay as pension; but speaking for myself, I was thinking that if some arrangement were made, as in the last Act passed for the officers, it might satisfy the members of the force; that is to say, that some of the allowances should be added to the pay, and a scale struck on the whole which would come towards pension. I think I might fairly say that I am representing the voice of the whole force, or, at least, of those with whom I come in contact, that if they are placed on a footing with the London police they would never complain again.

11242. What is as regards pension?—As regards pay and pension.

11243. *Mr. Horrel*.—Would not you think it only fair, and the men, being reasonable men, would also think it only fair, that when different scales of pay obtain in towns and rural districts in England the constabulary of Ireland should not expect to be placed on a level with the most highly-paid in England, while many rural districts analogous to the rural districts in Ireland were not receiving such high pay?—I am aware there is great difficulty

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in the matter; but the police in Ireland are drafted from one place to another north and south, and their duties vary considerably in the different localities in which they are stationed.

11242. Mr. Holmes.—Do you not think that a policeman can, to use the celebrated phrase, "live and thrive" in the force, and save a little money. I do not say very much, but quite sufficient to induce a number of men to join the force, and look on it as desirable to get into it?—With the present pay?

11243. Yes?—I know we have been unable to send a single recruit from our district for a considerable period. A number of young men come to present themselves, and they were totally unfit for the service, I would say both physically and in a literary point of view.

11244. Chairman.—What class did they come from?—Farmers' sons.

11245. Mr. Holmes.—Pass to the next matter?—Some allowance should be granted to the married men. I know from personal experience that at present some of them are in very straitened circumstances, and rent is a very heavy item on them.

11246. In the district to which you are at present attached, what do you pay as a rule?—There are two sub-constables where I am stationed who are married and lodging out, and they pay rent and taxes amounting to 8*l.* a-year.

11247. Have they fairly comfortable quarters for that?—They have not. There is one house, and the only advantage it has is that it is so convenient. A man can get from his own yard into the barrack yard, but the house is not suitable.

11248. On the subject of sleeping out of barrack and accommodation, would you say whether occasionally inconveniences are found to arise from the 440 yards' radius within which they must live?—Yes; that is a subject to which I would call attention. Very often a great deal of difficulty is experienced in providing a suitable house for the men. If the limit were extended beyond the 440 yards a man might get a suitable house for the rent he was willing to give; but people who have houses near a police barrack, and think they suit the police, put on a pretty smart rent.

11249. Would you say, occupying, as you do, a responsible position in the service, a rule might be safely framed which would admit of married men living within the precincts of the town?—I should not like to extend it too much; we are frequently and suddenly called out at unseasonable hours.

11250. What limit would you put?—Say half a mile.

11251. Or would you say it is a matter that should be left to the discretion of the officer, always providing that it should be within the precincts of the town?—I think it should be always within the precincts of the town.

11252. Always providing that, would you leave the entire question to the discretion of the officer?—Decidedly I would.

11253. Towns might be large or small, and the circumstances of one place might make the regulation suitable to that place very impracticable to another?—No doubt.

11254. A man, for his own sake, would like to be near the barracks?—It would be his convenience, but very often he experiences difficulty in getting a suitable house.

11255. Do you not think a great many men at present are accommodated in barracks?—Yes, a good many.

11256. And some of them have not the best quarters?—I know the accommodation is very small in some cases.

11257. Do you think that if a lodging allowance were granted to married men they would be inclined to take anything but first-rate quarters in barracks?—I do not think that. Where a constable or head constable is in charge of a station, it would be for the advantage of discipline, and also for the public

advantage, to have him quartered in the barracks, because his presence there, even though he may be in his best, ensures that things are going on all right. I think where the sub-inspector recommends would do. Of course, he would exercise a great deal of caution in cases of the kind.

11258. Chairman.—Go on to the next matter?—The men would ask for an increased allowance for making up their uniform clothing. I know that the present allowance is insufficient to pay the tailors.

11259. Taking into account your own case, for the head constable's tunic and two pairs of trousers, what lump sum would you require in order to meet your real expenses?—At present the allowance is 3*l.* 6*d.*, and it costs about 17*s.* or 18*s.* for the suit.

11260. Then that would be from 4*s.* to 3*s.*?—Yes.

11261. How much in the case of the men?—The head constable for Glonakilly informed me that they paid 9*s.* for the making up of a tunic and 3*s.* for a trousers.

11262. What is the next matter?—The next is an allowance for head constables in charge of districts in the absence of the sub-inspector. When they discharge the duty of sub-inspector they have almost a double duty to do.

11263. What allowance per day would you suggest for that?—The allowance would be small, I suppose about 3*s.* 6*d.*

11264. Would you have the head constable get that, suppose his sub-inspector was only absent two or three days?—No; I would not under those circumstances.

11265. But where it went into long duty for a week, or a fortnight, or three weeks?—Yes; but for three or four days I would not seek it at all.

11266. What is the next subject?—The next is an allowance for constables in temporary charge of stations. They are certainly removed from their families, and placed at a disadvantage of messing for themselves, and, at the same time, supporting another house.

11267. Mr. Harrel.—You say the allowance is not sufficient?—All they get is 6*d.* a-night for seven nights.

11268. But they now get the actual expense of locomotion?—Yes.

11269. What do you suggest they should get?—They ought to get 1*l.* a-night for a month, the allowance to cease if they remained longer.

11270. Chairman.—Go on to the next point, please?—They ask that the present allowance for stationery should be made permanent.

11271. That is 2*s.* 6*d.* a-month?—Yes. There is an allowance for boots required. They ask 3*l.* a-year.

11272. In some places they ask for less, and in others more; about how many pairs of boots in the year does a man wear with you?—I have got six pairs myself since I went to the station. I am at present, a year and a-half ago, besides getting them repaired. I paid 1*l.* for each pair, but I had a good deal of walking in very rough country.

11273. Pass to the next matter, please?—The next subject is unfavourable records, and that is occupying the minds of the men for a long period. I would say that an unfavourable record ought not to be retained against a man.

11274. First of all, the men would say it ought not in any case to count against pension?—That is what they hope for.

11275. Now we go to promotion; in what way would you wipe it out in reference to promotion?—I think a man without an unfavourable record ought to enjoy some privilege above a man with an unfavourable record.

11276. If they are alike in other respects?—Yes; but where a man would spend three or four years in the service, discharging his duty properly, and without any complaint against him, I think, cer-

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tains, that no unfavourable record should be searched for or placed on his papers if his name is submitted for promotion.

11277. Then at the end of three or four years you would wipe them out?—Yes.

11278. Do you think, from your experience, the removal of these unfavourable records would benefit the force and improve the tone of the men?—I think it would, in this way, that it would induce men to behave themselves and attend to their duties. I have known excellent policemen, who became so after being punished—men who were foolish in their young days—and they feel that the unfavourable records should be wiped out. There are unfavourable records in existence for offences that would not be offences now under the regulations of the service.

11279. Pass to the next point?—At present, it is almost impossible to get a favourable record under section 1061 of the Code for good police duties; and where a man would exercise real intelligence, and efficiency in the discharge of his duty as a policeman, a favourable record would be the greatest possible encouragement to him.

11280. Mr. Harrel.—I believe that that section contemplates the performance of a duty in a manner displaying more tact and ability than that which may be expected from an ordinarily intelligent policeman?—That is exactly the wording of the section.

11281. You think that can be construed to most nearly any case in such a way that a record is not granted?—That is my meaning. No matter how a man may distinguish himself, it might be said any ordinary man would do that, and thus the favourable record is knocked on the head.

11282. Mr. Holmes.—Do favourable records bring any pecuniary rewards to the men?—They do when leaving on pension, but not until then. That brings to my mind that there is a head constable in the service who has a very large number of favourable records, I think twelve. But that head constable happened to have the misfortune of getting an unfavourable record twelve years ago; and if he were to leave the service now, the favourable records, which would carry their value in an ordinary way, would be perfectly valueless to him.

11283. Do you mean to say the one would cancel the others so far as pecuniary advantage was concerned?—Yes. Thirty years' service, the last fifteen of which are without an unfavourable record, should obtain for him the pecuniary value of the favourable records.

11284. Chairman.—Pass to the next matter?—The second point of discipline that is considered of great importance is, that a man in charge of another is held accountable if the junior gets drunk whilst on duty. It would be well that the man in charge should exercise supervision over his junior, but in many cases it occurs that he could not possibly do so. I know myself, from being in charge of men, I must place confidence in them for my own sake; and if I went about holding them by the coat-tails they might get drunk, and I would be unable to prevent it. It is felt as a great grievance; though the man in charge ought to be responsible in a great many cases for the manner in which his junior discharges his duty.

11285. What is your opinion about a complaint made by some of the men, that they are not allowed when off duty to go into public-houses?—I am a strong opponent myself of public-houses, and I do not see the use of public-houses, as far as policemen are concerned. If they want any reasonable refreshment they can get it in barracks, and they ought not to be frequenting public-houses.

11286. Mr. Harrel.—The only real difficulty is their having a friend. A constable can invite a friend into his room, but a sub-constable has no such means?—Yes. We were speaking about a constable giving permission to a sub-constable. At

present, the regulations are totally against it. It is an offence to go into a public-house for the purpose of drink. At the same time, when a friend comes to see a man he has only the duty-room to take him into, and he is in such a position that he cannot treat his friend in the manner in which he would desire.

11287. Do you think it would be practicable for the constable to permit him to take his friend into a public-house?—Yes; he might go in for the purpose of having a bit of dinner with him, or he might treat his friend, and not take any intoxicating liquor himself.

11288. Pass to the next matter?—At present a married man may have 10 square perches of land. I am requested to ask that you be good enough to extend it to 20 perches, so as to produce vegetables for his family.

11289. Go on to the next matter?—Constables in charge of stations have the power of giving four hours' leave to a well-conducted man. It is asked that they should be empowered to grant leave of absence for eight hours, and that the absence should not necessarily terminate at roll-call. At present a constable cannot give leave after roll-call. From my own experience, I know great hardship strikes through a constable not having this power. It might occur in this way, that if a married man happened to be sleeping in barracks, and his family outside, in case his wife or child became ill, the constable would have no power to let him out to see his family.

11290. But it is not often that a married man is sleeping in the barracks?—Frequently, in a small barracks, where there are three men.

11291. Except in such an instance as that, the granting of leave, you would say, should be within roll-call?—Yes. I would say that should only be availed of under some urgent circumstances, where a man would show reasonable grounds for asking the leave.

11292. And that the constable should afterwards show there were fair grounds for asking it?—Yes.

11293. Chairman.—The next matter, please?—The next is promotion. Promotion by seniority appears to be the desire of the men that I represent.

11294. You are now talking of the rank of constable and head constable?—Yes. There was a very strong expression of opinion against the select list. I ought not to say anything against it, as I happen to be one of the men who derived advantage from it. I know the select list was established for a very good purpose, for the benefit of the service, to give men a chance of going to the higher ranks; but those who are advocates for promotion by seniority think that the young men shut them out from promotion which they would obtain if the select list did not exist.

11295. Mr. Harrel.—But there would be no grounds for complaint in instances like your own of the promotion of men of considerable service?—Quite so.

11296. But the ground is in the case of men of five years' service becoming constables and competing for the select list at seven or eight?—Yes.

11297. You are not a fair example of the select list from their point of view?—My services would entitle me in another respect to promotion, but the select list was the only means open to me. On the subject of promotion there ought to be some period of service when men would be examined, and if they qualified their names should be placed on a list, and if it comes to their ordinary turn for promotion they should receive it.

11298. I am sure it suggests itself to your intelligence that, however desirable from other points of view, it may be still more so for this reason, that if a man passed at eight or nine years' service, and his turn on the list did not come until he had fourteen or fifteen years' service, he would probably be very well conducted in the meantime if

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he knew his position was secure?—I did not convey myself properly. I only meant that each man, when he arrived at a certain period of service, should get a fair start with his fellows, and that his promotion might be for some meritorious act, then the favourable records would count to his advancement in the way the special list acted some time ago, and that if he committed any breach of the regulations which would amount to an unfavourable record, that that would remove him from the list, or reduce him upon it, according to the nature of the offence.

11899. Supposing there was another, would you continue his name upon the list, and let him go up by seniority?—I would; but on the subject of promotion still further, they claim that there ought to be promotion to the higher ranks. Where men possess the literary qualifications fitting them for the position, they ought to get more chances of it than at present.

11900. Those you represent do not ask for all the promotions?—They would ask for all. I certainly would not like to shut out the sons of the officers. It would be only fair to give them a position in the service.

11901. What is the next point?—At present the number of first-class head constables is a great deal less than that of the second. There are about seventy-eight or seventy-nine of the first, while there are twice that number in the rank of second-class. It would be a great boon if there was an equal number in the first as in the second. Again, for some years past the extra rate has not been given to any of the second-class head constables. That is a loss to the men in that rank. In the rank of first-class I think twelve receive the extra pay.

[The Committee adjourned.]

TWENTY-THIRD DAY.—30TH SEPTEMBER, 1892.

Present:

Mr. B. O'SHAUGHNESSY, M.P., Mr. R. W. A. HOLMES, and Mr. D. HARRELL, R.M.

Sub-Constable MARTIN JOSEPH LEWIS, examined.

Sub-Constable
M. J. Lewis,
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11907. *Chairman*.—You represent the sub-constables of West Cork?—Yes.

11908. How long have you been stationed in West Cork?—Six years and four months.

11909. How long have you been in the force?—Six years and ten months.

11910. In what parts of Cork were you stationed?—In Danmanway nearly four years; in Bancon, Immaculata, and I am now stationed in Skull.

11911. Are all those places in West Cork?—Yes.

11912. Take the matters in the order you consider important; we want to know the changes you suggest?—First, we require 1s. a-day additional pay.

11913. Give me the reasons?—The reason I would put forward is this, that we are the worst paid force in the three kingdoms.

11902. Mr. Holmes.—Would not it be the case, the higher you go up the fewer there are in the rank?—At present there are seventy-eight.

11903. Is not that as it should be?—I do not think the disparity ought to be so great.

11904. What is the next matter, please?—The men complain very much of the stoppages from pay made at the end of ninety days' illness. If a man is in hospital, and rendered unfit for duty by any indiscretion of his own, the men have no objection to the reduction; but where a man becomes ill in the ordinary way, or perhaps contracts a cold, and gets consumption from it, it would be hard to stop that man's pay. I have known of a case where a man was suffering in that way. He had to go into hospital, and he came out again and attempted to resume duty, but he was unable, and his pay was cut down by 7d. a-day, and he was then pensioned off. He could not properly support himself with his reduced pay. He was a mere skeleton, and the poor man died since.

11905. Pass to the next subject?—Constables in charge of stations ought to have power—and I know it is exercised at present—of admitting a nurse to a sick person in the barrack after roll-call. If he does it is at his own risk, and he exposes himself to charges by litigious men. At present we have no power of admitting any person except the medical attendant.

11906. Mr. Harrell.—The nurse is admitted after the man has been seen by the medical attendant?—It also occurs where a married woman in barrack requires a female attendant. I would only ask that the privilege be given where good grounds exist, until authority be had from the county or sub-inspector, as the case may be.

11914. Have you looked into the rates of pay of the other forces?—Yes.

11915. There are various kinds of forces in England?—Yes. I have only 1l. 2s. a-week at present, while the Dublin police of the same standing have 1l. 9s., and the London police 1l. 10s.

11916. You have had hard work for the last two or three years?—Yes.

11917. As hard work as any policemen in town or country?—I think more so. Our duty is not to be compared to that of the London policemen at all. Ours is up and down hill and hollow, across the country, and every way.

11918. Take ordinary times before the land agitation arose, in country places you had not much heavy duties to discharge?—No; but there is no likelihood of the present system discontinuing. On

the contrary, there is more likelihood of its continuing. Even if the country gets quiet the duties at present would be required.

11819. Why do you think that?—By the advanced state the people have got into. Some ten years ago they were not half as witty or troublesome as now.

11820. But it does not follow that because they have got more witty and crafty they will be more troublesome?—I do not know. The system of patrol will have to be kept up once it is commenced.

11821. You speak of not being as well paid as other forces in the kingdom. There are forces in the kingdom not as well paid as you. These are not forces like London and Dublin, nor are they forces in the rich parts of England—I mean in the north, but there are forces in the south of England that do not fare as well as you do?—I know; but these are not entirely dependent on their pay. They have other resources which we have not, and which we are deprived of by the regulations of the service.

11822. Do you mean getting gratuities from persons outside the service?—That together with being allowed to work in idle time at their trades.

11823. So far as we have been able to learn, the men themselves are not allowed to work at anything outside their trade. Their wives may be, and are, so far as we have been enabled to learn. Then with regard to getting gratuities, no doubt in many places that is allowed; but so far as we have been able to learn, it is a much smaller thing than you suppose. For instance, a gentleman who is in the position as it were, of the Inspector-General, with about 5,000 men in the middle of England under him, told us that not ten men in his whole district made 1s. a-year by these gratuities. A few packed men are allowed in some large cities, but not in London, to make a bargain with the working classes to awake them in the morning at ½d. a-week?—But that little, when it comes from a great number, amounts to something.

11824. It adds but 2s. or 3s. a-week to the pay of those few men. But that is only in large towns. With regard to comparison with the English forces, we will compare not only the rates of pay, but the amount of work to be done, and our Report will show reasons, at any rate, for the conclusions to which we come?—Apart from that altogether, I have the supposed outlay of a single sub-constable, and there is nothing extraordinary in it.

[*Hands document to the Chairman.*]

11825. This is calculated for the month first, and then for the year?—Yes.

11826. You put down 25 lbs. of beef at 9d. per lb. The price of beef has not gone up within the last five or six years?—It has.

11827. What did you pay when you joined first?—6½d. per lb. in Droonawary.

11828. Do you mean for the same parts that you now pay 9d. for?—Yes. We must take it all rough.

11829. Next you have 60 lbs. of bread at 2d. per lb.; that is 2 lbs. a-day?—It is too light in some cases.

11830. I find everywhere 3s. 4d. and 3s. 6d. put down for tea. You might save on that if there were proper management?—But we cannot get it less; and there are worse cases than mine. If we send to Cork we have to pay the carriage.

11831. Then sugar, 10½ lbs. at 6d. per lb., 3s. 6½.; butter, 6 lbs. at 1s. 2d., 7s. Do you pay 1s. 2d. per lb. in West Cork?—That is the present price, and it is considered not dear.

11832. Butter has gone up in price?—It has.

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11833. What did you pay six years ago?—8d. and 10d., and I bought butter in Cork at 5d. per lb. in the summer season.

11834. Milk, 8 quarts at 2½d. per quart, 1s. 8d.; eggs, 5 dozen at 1s. per dozen; fish, 6 lbs. at 6d.; vegetables, 4s. Does that include potatoes?—

11835. Mr. Harrel.—That is 1½d. a-day for vegetables, cabbages, and things of that sort?—Cabbages, parsnips, or any other thing we could have. They are more than that generally in some cases; because if there is a piece of garden attached to the barrack we have to pay men for tilling, as our duties would not allow us to do it ourselves.

11836. This contemplates purchasing the vegetables?—Yes.

11837. Where there is a number of men in mess it would scarcely be so high?—It is.

11838. *Chairman.*—Then you have candles (salt, pepper, &c.), 1s.; soap, 6 lbs. at 4d., 2s.; cooking utensils (pots, pans, &c.), 1s.; table requisites, 6d.; &c., 1s.; fuel for cooking, 4s. 6d.?—It is often more.

11839. Suppose there are four men in the barrack, does it take you 18s. a-month?—The coal now supplied is burned exclusively in the day-room. There may be a little over in the summer months that would be burnt in the kitchen. Anything over the allowance we have to pay for, and in many cases the 14s. a-month does not go so far.

11840. Mr. Harrel.—Is yours a head-quarters station?—Yes.

11841. You would have 15s. in winter?—Yes.

11842. How much do you burn in the month?—1½ tons.

11843. How much is it a ton?—The present price at the wharf after coming in is 24s. We pay 23s., and 1s. carriage.

11844. *Chairman.*—You pay 2l. 14s. 9d. by the year for coal, and for four men that would come to about 11l. 7s.—That coal is altogether used for cooking purposes.

11845. Does not that seem a large sum in the year for cooking purposes for four men?—There is part of it burned in the day-room; but we do not cook in the day-room at all.

11846. It comes to this, you say that the day-room fuel, taking all the year round, is not enough for its own purposes?—It may be for its own purposes.

11847. If so, you do not find it necessary to burn any of the cooking fuel in the day-room. If the day-room fuel is enough for its own purposes, you would not find it necessary to pay out of your own money for any of the day-room coal?—You mean that the allowance as it stands would be sufficient for the day-room?

11848. Yes; and would it?—It would not.

11849. Then of this 2l. 14s. a-year you put down here for fuel, part goes to make up what is wanted for the day-room?—I could not tell.

11850. Next you have lard, mals, &c., for the barracks, 4d.; blanketing and both bunk for boots, knives, &c., 3d.; payment of servant, 4s. 6d., or 2l. 14s. a-year. How many are there in the barrack now?—There are ten in mess, and we pay for 6d. a-man; no matter if there were 100 there. We are bound to pay that, according to the Mess Committee formed in January.

11851. I see another item—hospitality, newspapers, and correspondence, 5s. a-month?—Yes.

11852. What do you mean by hospitality?—If friends, or my father and mother, come to see me, I should be in a position to afford them hospitality, the same as any others of my class in life.

11853. Religious fees, 1l. 5s. a-year. In a place like Skull has each sub-constable to pay as much?—He has. First of all, he pays 1d. a-week going to the chapel, and adding 8d. for holy days, that would be 5s.

11854. Of course, there are Easter and Christmas

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draw?—Yes; and there are other draw, that bring it up to 11 5s.

11335. That makes a monthly expenditure on that calculation of 4s. 6s. 6d., and that would be yearly 51s. 18s. 6d.—Yes.

11336. Then you add on other things. One suit of plain clothes in the year, 6s. As a matter of fact, is not it rather an exceptional thing to be obliged to buy every year a suit of plain clothes?—It is not; for instance, in Randen you would be nearly every Sunday in plain clothes.

11337. Every man?—Not every man, but some of the men.

11338. Suppose you were stationed in Randen, one Sunday you would be in plain clothes, and another Sunday you would not?—Yes.

11339. How often would you appear in plain clothes in the year?—I was very often on plain clothes duty.

11340. Fifty times?—I am sure I was more than fifty times.

11341. Men are generally selected, being smart men?—The men who know the locality and the police are selected.

11342. But men are not put on that duty fifty times a year?—No; but in their turn, say, preventing men from bowling along the road. One then wearing plain clothes on that duty is worse than it would be in a civilian; because you have to go through hedges and ditches to catch them.

11343. Have you and your men been in the habit of getting a suit of plain clothes every year?—Nearly. Going on leave, you must get a suit of plain clothes to be respectable.

11344. I am added to that 11 10s., a yearly allowance to make the price of a top-coat?—Yes.

11345. Then 3s. for boots; 2s. 13s. for hat, collars, ties, shirts, and socks, including 10s. for socks and 11 10s. for shirts. That would give you four shirts in the year?—Yes. We pay 7s. 6d. each for the shirts.

11346. Brushes, soap, and soap, 6s. Do you think that the yearly charge for these would amount to 6s.?—I know it would. There are many things we have to purchase not there at all.

11347. Then there is an extra allowance for making up uniform, 6s., and that makes 63s. 13s. for a sub-constable?—Yes.

11348. The sub-constables do not spend that?—They do not, because they have to deny themselves some of these things.

11349. What do they deny themselves?—They cannot go on leave in plain clothes.

11350. They deny themselves plain clothes?—Yes. They cannot appear in any sort of respectability.

11351. But before these troubled times plain clothes were not so much worn?—Before this a man could get a suit of plain clothes and pay for it periodically.

11352. Could not he do it now?—No.

11353. Do the men try?—They do not; and in small towns, if they did, they would not get the clothes.

11354. Many men do not appear at all in plain clothes, and they cannot be under such great difficulty in going on leave?—There is no man who would not expect from time to time to go on leave.

11355. But you say many of them cannot go on leave on account of the condition of their clothes?—Yes.

11356. There are many of them whose plain clothes are not worn out by service, because they are not put to do duty in plain clothes?—That is the case.

11357. Then it can hardly apply to them. You make the yearly allowance 81 10s. between the suit and the part coat?—Yes. Plain clothes are necessary; and if we were never to wear them, we are bound

to have them in our box. Many a county inspector would take them up, and put them between him and the light. The very dread of being spoken to makes you have them, no matter if you deny yourself of other things.

11358. The list you have given me is what a sub-constable has estimated as the proper expenditure?—Yes.

11359. What other things of his actual expenditure fall below this?—Nothing else.

11360. If that be so, it would come to this, that his pay being 52s. a-year, and his expenditure 51s. for plain clothes, he would be 1s. in debt at the end of the year?—It is the case in many instances. Lots of the men are in debt.

11361. On the other hand, we have a good deal of evidence here bearing rather on the times before these troubled times, that instead of being in debt they were able, at any rate, to live, and in some cases to save a little. How do you account for that?—That may be the case that they had a little saved, but of late years it is gone away from them.

11362. But what I want to know is, whether on this pay, before those late years, they were not able to live and save a little?—They were.

11363. Then the expenditure you point out here is calculated on the present rate of living, as in these troubled times the men require more?—Yes.

11364. Go on, please, to the next matter?—The subject of pensions is the next. We want to be placed on the same scale of pensions as the men who joined previously to 1896. Getting out on pension after thirty years' service, say pay as a sub-constable would be 63s., and the men who joined before 1896 would get that as pension; while the pension under the 1896 Act would be only 37s.

11365. That is to say if you get out as sub-constable?—Yes.

11366. Surely you know very well you will not?—I hope not.

11367. Do many get out as sub-constables?—A great number.

11368. I see that over 35 per cent retire on pension as sub-constables. Assume that one man in three goes out as a sub-constable; suppose the promotion was made quicker, and there was actually a greater chance given to men to get out as constables or head constables, would not that go some length to improve the question of pension?—It would; but there are cases in which there were men in the service who would never get promotion.

11369. I do not say it would cure it altogether, but it would cure it to some extent?—If you do not approve of giving their full pay, the same as in 1896, it is suggested that the allowance be added the same as with the officers.

11370. And to calculate the pension on the allowances, too?—Yes.

11371. What allowances do you refer to?—The price of our uniform clothing, the allowance given for the making up of them, the fuel and light allowance, and the lodging allowance.

11372. Do you mean, suppose lodging allowance were given to married men?—Yes; and our share of the regulation lodging allowance, the same as the Dublin police.

11373. But you have no lodging allowance?—No. Our barracks rent is paid. If a man gets out, he has a lodging allowance; whatever allowance he would be entitled to at the time.

11374. To have this calculated in pay for the purposes of pension?—Yes; I mean all the allowances a man would receive. I wish to remark that a constable in the London metropolitan police—that is, a man of my rank—would be entitled to a pension of 56s. at twenty-four years' service.

11375. What is his pay at the time you speak of?—His pay may be 11 11s. 6d.

11506. His pay would be 81l 18s. Go on, please, if there is anything else you wish to add?—I wish to say that although I put in this about the London metropolitan police, there is a Bill at present before Parliament to give them full pay as pension.

11507. *Mr. Hobson*.—You are mistaken there. The Bill that was before Parliament last Session contemplated extending to the whole of England and Scotland the scale of pensions at present in force for the London metropolitan police. That scale is the same as your scale from fifteen to twenty years' service. From twenty to twenty-five the increments go up by two-fifths instead of one-fifth. From twenty-five to twenty-eight the increments drop to one-fifth, at which period the pension reaches its maximum, namely, thirty-three-fifths, or two-thirds of the pay?—That gives them three-fifths more than we are entitled to at thirty years.

11508. That is quite true. Supposing the Bill became law next Session, and that the maximum scale of pensions thereby granted was only two-thirds of the pay, do you think that, having regard to the fact that that would be the scale for England and Scotland, the constabulary in this country would be satisfied with it?—I do not think they would.

11509. Do you not see very great difficulty in the way of giving the police in Ireland a better scale than that given to the police in England and Scotland?—Yes.

11510. *Chairman*.—How do you propose to deal with that?—A man in the English police has a home made for himself when getting out.

11511. Do you mean by that that because he has a wife and family working around him he has planted himself firmer in the soil than an Irishman?—Yes. An Irish police pensioner has then to commence a new life, and there is a wide difference between commencing and being well planted in the soil.

11512. *Mr. Harrel*.—Have you made inquiry or ascertained what the English police do on retiring as pensioners?—I have.

11513. Do you know what a constable of a grade similar to yours does usually?—He gets a responsible position, mending some hall, or it may be as gamekeeper to some gentleman.

11514. Are you speaking from your own knowledge?—No, only from hearsay.

11515. It is reliable hearsay?—Nothing more than general rumour.

11516. We had a witness of very large experience on the subject examined already before us, and he informed us that a man of the grade of constable, that is similar to your own, was very glad indeed to get such positions as gamekeeper, night watchman, and other positions of the sort; that the general remuneration did not exceed 10s. a week; that in some instances it was below it and in rare instances above it; that occasionally sergeants and superintendents on retiring of course get better situations, but that a retired policeman thought himself very well indeed to get 10s. a week, and that he was quite prepared to accept it; and that when the public dispensed with his services as a policeman in England, experience proved that he was quite unfit for undertaking anything in the shape of arduous duties, in fact, that his best physical energies had been expended?—Yes; but will you not admit that there is a difference between the intelligence of an English police constable and that of an Irish Constabulary man?

11517. *Mr. Hobson*.—I do not think we are in a position to answer that question at all?—I believe it is admitted that there is a wide difference between the two.

11518. *Chairman*.—Your argument is that they come from a class in life entitled to higher remuneration on account of intelligence and the value of labour?—No. The English policeman who does not attain rank must be a bad case, because there

are greater opportunities afforded for rising than we have.

11519. *Mr. Harrel*.—Do you mean that there is a larger proportion of sergeants and superintendents than in the Irish force?—I believe so.

11520. Have you ascertained that?—Nothing more than rumour. I asked the question, and I was told these was.

11521. You are aware that the county forces are separate and distinct bodies in themselves?—Yes.

11522. And in the case of small borough forces there is a sergeant to four men, and sometimes a superintendent and a sergeant to eight or ten men. But in the county forces analogous to the Irish Constabulary as regards numerical strength, the proportion is not so high as in Ireland?—I do not know.

11523. *Mr. Harrel*.—I may inform you from evidence given before the Dublin Metropolitan Police Inquiry Committee by Superintendent Walker, of the London metropolitan police, that a great number of men in the London police force remain constables all their lives, and that the maximum pay for a constable in London is 78l. 4s. 4d.?—That is much more than mine.

11524. *Mr. Harrel*.—Taking the first one that arises in the list before me, Bedfordshire, the force consists of seventy-two constables and three extras, that is, seventy-five persons of a rank similar to yours; and the superior officers are nine sergeants, equivalent to constables, that is one to eight; while there are two inspectors, equivalent to head constables, and six superintendents, as near as possible to the rank of sub-inspector. You will see there that, taken at random, in this instance the average number of officers is not equal to that of the Irish Constabulary, in which there is, on an average, a constable to five men, without counting the head constables and sub-inspectors?—I see that. A London metropolitan policeman, when he has attained twenty-four or twenty-eight years' service, gets the pension we have spoken of, and he has his home, his wife generally keeping an eating-house, and making money all the time he is in the police.

11525. *Mr. Hobson*.—It is not the case that the wives of policemen in London are allowed to trade. They are debarred from trading just as much as the wives of policemen here. They are allowed to follow certain callings, for instance, that of dressmaker, but they are not allowed to keep eating-shops or to trade in any way?—They have generally lodgers who are profitable, and pay very well; so that an English policeman is making money by the scores I have mentioned, and has a small store laid by enabling him to live comfortably when he gets out on pension.

11526. But unless you are sure of what you are now stating, is it wise to pursue this line of argument?—I cannot speak from experience; nothing but hearsay.

11527. *Chairman*.—He throws on us the responsibility of seeing whether it is done or not, and he is entitled. Is there any other point about pension?—I have no other to make about pension.

11528. Then pass on to the next matter you wish to speak of?—The next thing I wish to speak of is a lodging and fuel and light allowance for married men. A man has to procure lodgings for his family at his own expense within 440 yards of the barracks before he can avail himself of the privilege either of moving out with his family or sleeping with them. They are two very important things. If a young man has not his lodgings within 440 yards of the barracks he has to meet with the men and keep two houses. His lodgings are subject to inspection at any time, and if found not in the same order as the barrack-room he is liable to be reported and punished, and being subject to those restrictions,

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men feel it a great hardship not to have an allowance?

11418 Mr. Holmes.—You have been comparing yourselves with the London metropolitan police force; are you aware that lodging allowance is not granted to the married men in that force?—I do not know.

11419 You may take it as a fact that it is not. Assuming that your pay as a single man was quite sufficient to meet all your wants, and that you were quite satisfied with it as a single man, do you think that upon marrying you should receive what would practically amount to an addition to your pay?—On account of my marriage?

11420 If you got a lodging allowance it would be practically an addition to your pay?—Certainly it would.

11421 Do you think because you choose to get married that the State or that account should put you in a better position than you were in when you were single?—I think it should.

11422 Why?—Because if it were nothing else but to populate the country it should be encouraged; and I can assure you the policemen's sons are no small addition to the force.

11423 You are aware other civil servants do not receive any addition to their pay in the shape of lodging allowances when they get married; why should there be a rate in aid in favour of the police when they choose to get married?—They are subject to certain restrictions, and under those circumstances, if nothing else, they ought to get an allowance; why inspect my home if they do not give me an allowance? What control should a man have over my pocket?

11424 Mr. Harrel.—Does that inspection ever extend beyond a very occasional visit by an officer to a married man's quarters, and that simply for the purpose of seeing that they are respectable and in accordance with the position a policeman ought to occupy?—There are cases in which constables in charge of stations have visited them.

11425 Is not that for the purpose of seeing whether the married man is present in his quarters after roll-call, and at the time when a man should be in his barrack?—That would be one object.

11426 Is it not confined solely to that; has a constable anything to do with the inspection of the married man's quarters to see that they are in a proper condition as regards cleanliness?—Some of the constables are under the impression that if a man is accommodated in barracks they are bound to inspect them, and they do.

11427 We will not touch now on accommodation in barracks. Do you know any case in which a constable visits a man's lodgings except to see that he is present when he ought to be there after roll-call?—No.

11428 Then, after all, this inspection is confined to an occasional visit by an officer for the purpose of testing and seeing whether the lodging is a proper lodging?—It is; except the visit of the constable after roll-call to see if the man is in.

11429 Does the constable visit it then to make an inspection of the place?—No.

11430 Then as regards the inspection of the place, the visit is an occasional one by an officer?—Yes.

11431 Mr. Holmes.—I told you that lodging allowance is not given to married men of the London metropolitan police force; are you aware that over 80 per cent. of your force are accommodated rent free in barracks?—I could not say how many; I know there are some.

11432 Do you not think that in that respect the married men of your force are in a comfortable position?—The men that are in barrack are, but the men out of it are not.

11433 Chairmen.—Do you wish to add anything more on the subject?—I do; the distance in many

cases interferes with the procuring of comfortable lodgings.

11434 At a moderate price?—Yes; or at any price in some cases. You cannot get lodgings within the stated distance. If the distance were extended to half-a-mile instead of a quarter, it would facilitate the procuring of better lodgings, and perhaps at a less rent.

11435 What is the average rent?—The average rent in the county I represent is 10*s.* a-year.

11436 That is about 15*s.* a-month?—About that. That is all I have to say on that subject.

11437 Go on to the next matter, please?—The next is a fuel and light allowance to married men, whether accommodated in barrack or not. These men, it is admitted by every one, are in a great strait to support themselves.

11438 As a rule, when they marry, I suppose in many cases they have something saved from their past career?—Yes.

11439 And as a rule they get some money with their wives, too?—Yes.

11440 On what principle do you claim this fuel and light allowance for married men?—On the same principle that men in the army are supplied with fuel and light and lodgings.

11441 Mr. Harrel.—In certain proportions?—Yes.

11442 Do you know the proportion?—I do not.

11443 It is 8 per cent.?—That is very low. The reason why those two allowances are asked is this, that a married man, no matter what number of children he has, can never engage in any business. There are married men in the service who could work at a trade if allowed. Their hands are closed to all sources from which small additions to the pay might be obtained; and they appeal strongly for both allowances—8*s.* a-year for the fuel and light, and 10*s.* a-year for the lodgings.

11444 What is the next?—The next is the amount for making up the clothing.

11445 You put that down at 6*s.* a-year?—Yes, what it costs. I have myself since I joined the county received nine tunics and twelve pairs of trousers. I paid for making the tunics 3*l.* 7*s.* 6*d.*, and for making the trousers 1*l.* 16*s.*; being a total of 5*l.* 8*s.* 6*d.*

11446 How much of that were you allowed?—3*l.* 13*s.* 6*d.*, and that makes a total due to me of 1*l.* 10*s.* for making up my clothing for seven years.

11447 That would be in your case at the rate of about 4*s.* 6*d.* a-year?—Yes. Besides this, I happen to be in such a place that I cannot get a tailor to make my clothes after the regulation pattern, or get them to suit my county inspector; so that I have to send to a distance, and pay the carriage.

11448 Is carriage included in the 6*s.*?—No. That is another thing.

11449 Mr. Holmes.—Your estimate of 6*s.* is somewhat higher than your average expenditure over and above the allowance during the last seven years?—Yes. We ask 7*s.* 6*d.* for the tunic, and 3*s.* for the trousers.

11450 Chairman.—Go to the next subject, please?—The present fuel and light allowance is insufficient.

11451 Do you mean insufficient for the guard-room, or for the guard-room and cooking?—For both.

11452 You have gone into this fully already. Go on to the next subject?—The next is an allowance for a barrack servant. The single men of the service have to procure a barrack servant at their own expense, and this is considered a great hardship. If the servant was employed solely for their own purposes, we would not ask for an allowance to pay for her. We only ask for an allowance to pay for the exact work done for the public good.

11453 You put down here for a sub-constable 4*s.* 6*d.*?—Yes. That is according to the Mess Committee.

11453. *Mr. Harvel*.—Do you suggest that any portion of the wages of the servant, under any circumstances, should be defrayed by the public?—Yes.

11454. But upon what principle; because, after all, is this servant not engaged exclusively in cooking for and cleaning after you as individuals?—Cleaning up after us covers a great many things. If you call washing barracks bedding cleaning up after us, it is a thing she does. The principle thing she is employed at is cleaning the barracks, and washing barracks bedding, and doing other things for the public good.

11455. Is she principally employed in that?—Principally. As far as we are concerned, we generally clean the barracks. We whitewash and clean all the windows. If there was an officer coming on inspection, we would be sorry to leave it to the servant to clean.

11456. But she does the scrubbing, and cooks for you?—Yes.

11457. *Mr. Holmes*.—I do not know whether you are aware that the rural police in England are not accommodated in barracks, but provide their own lodgings, and pay their own servants?—Have they not an allowance for this?

11458. *Chairman*.—According to Colonel Cobbe's impression, in a large number of counties, if a man has to pay more than a certain amount in the country districts, that is allowed?—Yes.

11459. *Mr. Holmes*.—My question was directed to the single men, and in that case I presume you will admit that the single men of the constabulary here are in a better position than the single men in the rural forces in England, namely, that they are accommodated in barracks here rent free?—I see that. I could not say myself whether it is true or not that they get an allowance. The Dublin police also pay the rent, but if they do they get an allowance.

11460. *Chairman*.—They may get higher pay than you do, but they get an allowance?—They get no allowance?

11461. *Mr. Holmes*.—You may take it as a fact they do not. On the contrary, a weekly deduction is made from their pay towards rent?—I wish to mention, about the barracks servant, that I was in a station myself where I paid 10s. a-month for the barracks servant.

11462. How many men were in that station?—Only two.

11463. *Mr. Harvel*.—There were married men there, I suppose?—There were.

11464. I suppose there was also a constable there who was married?—Yes.

11465. The Mess Committee have always thought it right and fair that married men should contribute, to some extent, towards the support of the servant for cleaning the barracks?—Yes.

11466. But the contribution is a very small one?—It is; in many cases 3d. per month.

11467. I believe it is usually 1s.?—Yes. The average would be about 9d.

11468. Seeing that sometimes very great hardship does occur to single men, and that that hardship arises from the indulgence of married men being permitted to sleep out of barracks, do you think that the attention of Mess Committees might be directed to this matter with the view of asking the married men to pay a little more?—No; I do not think it would be right; because if a married man sleeps out of barracks he causes no trouble to the barracks servant.

11469. Do you not know county inspectors who, with the view of assisting married men to get accommodation, transfer them, as an indulgence, to places where houses and lodgings are procurable?—That is the case. We have a favourable county inspector in Cork for that.

11470. Do you not know that in places, and rural out-of-the-way stations, where such lodgings

cannot be procured, the single men are kept, and married men are sent to places more convenient?—That is a fact.

11471. Seeing the advantage to married men, do you think it fair that the single men should not only be transferred for the convenience of married men to out-of-the-way places, but that in towns where there is an extraordinarily large proportion of married men, the single men should be also subject to the hardship of paying according to the rate you describe, 10s. a-month for a servant?—That is a hardship.

11471*. *Chairman*.—Pass to the next segment, please?—In the station where I am there are two married sub-constables and two married constables. The head constable is also a married man, and he is the only man out of the lot that has accommodation in barracks. The others have to sleep out. A constable has an allowance of 12s. a-week from the Treasury in the district I am in for lodgings.

11472. Why is he allowed that?—The reason he put forward was this, that he was transferred to the station to take charge of it, and it was found necessary to appoint a head constable to it. The head constable coming to the station got the barracks accommodation, and the constables having to go out and take lodgings got the allowance in consequence.

11473. Pass to the next subject?—We ask 30s. for a barracks servant in head-quarter stations, and 1s. in out-stations.

11474. The next point, please?—We think that, under 565 of the Finance Code, the time (twelve hours) to entitle a man to 4s. 6d. nightly allowance is too long.

11475. What do you propose instead of twelve hours?—Eight. It was formerly ten, when we were getting the 2s. 6d.

11476. Pass on, please?—The next is an allowance for boots, 3s. for four pairs.

11477. That is rather a larger number of pairs than the average in Ireland?—That is the average in Cork.

11478. On account of the heaviness of the country?—Yes, and the amount of walking duty. There are four pairs required, at 15s. per pair.

11479. Pass to the next matter?—The next is the repeal of the concluding sentence of Code, section 524, where the senior is held accountable for the junior who gets drunk.

11480. What you want is that a man should not be accountable for his junior unless he contributed one way or another to his drunkenness or misconduct?—Certainly. There is a very hard case under that rule that has just happened in the county I am in, and I wish to mention it. There was a sub-constable in charge of a transport horse and car. He went on protection duty with an agent to Skibbereen. The senior sub-constable went into the barracks, and the other went to the stable. When coming back they were paraded by the head constable and sent home. On the way home the sub-constable driving the car fell off, and when brought to the barracks it was found he was drunk. The man who was in charge was examined about a month previously for promotion, and it is believed would have got it, but has never got it since, although he made an explanation which was believed by his authorities, as he was not admonished or fined.

11481. *Mr. Harvel*.—But, after all, the only hardship in this case is that an inference is drawn?—An inference is drawn. I do not put that forward as a special case. I put it forward to show the grievance. It is a hard case with this sub-constable, who is a married man and has a family.

11482. *Chairman*.—Pass to the next subject?—The next is that of unfavourable records, which we would wipe out after two years' good conduct from the date of the last one.

11483. Your case is this, that the punishment

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inflicted at the time is really enough?—Enough, and in many cases too much.

11484. But, at the same time, you would allow unfavorable records within the limits you propose to tell on promotion?—Certainly, for two years.

11485. But not to affect pension?—An unfavorable record should not affect pension at all. At present it does; and, to use the expression of the police, "it is printed on your coffin."

11486. Pass to the next point?—With reference to the new frocks we are getting, I would not object to the make, but the material is very bad. In giving the frock, they did not look into the duties we perform. Instead of increasing our uniform, they take it away; because the frock is given instead of a tunic. It is respectfully suggested that we should get the frock in addition.

11487. Pass to the next point?—The next is that a sub-inspector be permitted to grant eight days' leave of absence instead of four, or, if he is not there, the person acting in his stead, no matter what his rank. Constables in charge of stations should be permitted to grant ten hours' leave instead of four, to terminate at any time. At present, the leave cannot extend beyond roll-call.

11488. *Mr. Holmes*.—Ten hours is rather more than most demand?—In the remote district where I am a longer period is necessary. There are some stations 15 miles from the barracks. A man has to come in on the four hours' leave, and if it happens that he does not meet the sub-inspector, no one else can give it to him. He then goes back to his station, and is reported for absence, with the usual consequence. Again, speaking of officers' leave, a man stationed in Cork may have to go to Derry. He applies for the four days' leave, and throws himself on the mercy of the county inspector to get the additional leave. If he does not get it, he is punished for overstaying his leave. We have not that to complain of in West Cork. We only want these powers to enable the officer to give the leave.

11489. *Chairman*.—Pass to the next matter?—The next is that men should be compelled to retire at thirty years' service, and be permitted, if they so desire, to retire at twenty-five. When a man reaches thirty years' service he is useless; an incubus on the working man, who have to do his work, and he fills up the place of a young fellow.

11490. *Mr. Holmes*.—Do you make this proposal on the belief that the pension will be at the rate of full pay on retirement at thirty years' service?—Yes.

11491. Suppose it was only two-thirds, would you still ask that men should be compulsorily retired after thirty years' service?—I would, no matter what the pension. They are no good after thirty years' service. It would vex you to see them with their legs round the fire.

11492. *Chairman*.—Pass to the next?—The next is that a subordinate who makes a charge against a senior should not be punished if he shows any reasonable grounds for making the charge.

11493. Would he be punished at present even if he fails to prove it?—He commits an offence if he fails to prove it.

11494. It is one thing to have reasonable grounds, and another thing to succeed in it, and men may fail in sustaining a charge, and have grounds for making it. I know that a man cannot, according to the spirit of the regulations, at any rate, be punished, unless he has been either reckless or malicious in making a charge. However, I suppose it comes to this, that there have been cases where it is alleged that men who, according to their own feelings, were not conscious of being either reckless or malicious in making a charge, but failing to sustain it, were punished?—Certainly. You may be actuated by the best motive in bringing a case forward, and fail to prove it to the satisfaction of a Court.

11495. We see very well that hardships may arise

about it. The only thing is that we would not like the regulations to be misunderstood. Go on to the next subject, please?—The next is that the man preferring a charge be the prosecutor, and not the sub-inspector of the district.

11496. *Mr. Howell*.—Supposing a man preferring a charge was a person of inferior rank, do you not think it would be very prejudicial to discipline that, in a Court constituted as a Constabulary Court is, that a sub-constable, for instance, should be prosecuting his head constable?—It would not be wise, certainly.

11497. You admit it would be prejudicial to discipline?—It would.

11498. Is not it only under such circumstances as an officer takes active part in a prosecution?—It is not.

11499. In the event of a constable or head constable preferring a charge against his inferior, it is usually understood he is more or less interested in succeeding in any charge he may make?—Unfortunately it is the case.

11500. Therefore, is not there a certain amount of protection in having the sub-inspector, who is personally disinterested, appearing as prosecutor?—There would be if he was personally disinterested.

11501. He is not the person who personally makes the charge?—He is not.

11502. He may not be supposed naturally to have so much interest in conviction as the man who makes the charge?—Yes.

11503. Therefore you procure a prosecutor who is at least more disinterested than the man who makes the charge?—You do.

11504. Then your reason, so far as I can make it out, does not appear a very good one for desiring that the sub-inspector should not prosecute, because whether the charge would be preferred by a superior or inferior, there would appear to be an advantage to have the sub-inspector prosecute?—There would be an advantage to the man bringing the charge.

11505. No, but to the accused?—It would be no advantage to the accused, because the answer would be fully supported by a man of superior intelligence.

11506. But if the charge is a proper one to make, so want of intelligence or excessive intelligence will make the thing better or worse?—In many cases it does.

11507. Your idea is that the man making the charge should not be assisted by the sub-inspector?—It is. If a man is intelligent enough to bring a charge, he should have intelligence enough to conduct it. If those men who bring charges were allowed to work their own salvation out, they would be very slow to bring those charges. It is the cause of a great lot of litigation in the service.

11508. *Chairman*.—Your theory is that a man by bringing a charge is enabled to enlist his officer, as it were, against the accused?—Certainly.

11509. But is not it some safeguard to the accused party that the management of the charge should be taken by a superior, and that it is not left in the hands of an irresponsible subordinate?—It is; but the Court is there to settle that.

11510. But at the same time the charge has to be presented to the Court according to the present system by a responsible, educated, and experienced man?—That is the reason it weighs against the normal.

11511. Go to the next point?—That the members of a Court of Inquiry be sworn; that a witness at a Court of Inquiry should not be punished as the representation of any member or members of the Court as to believing his evidence was unsatisfactory. If a man perjured himself, or is believed to have perjured himself, let him be tried before the ordinary tribunals of the country, and if he has perjured himself, let him be dismissed as unfit for the service.

11512. *Mr. Harrel.*—Have you personal experience of any instances in which this was done?

—No. I knew a case where a very respectable man in the county was examined at a Court of Inquiry.

11513. This is hearsay you are speaking of now?—I was in the district.

11514. Did you hear it?—I did.

11515. Were you present?—No.

11516. But it is hearsay?—Yes. This man gave evidence at a Court of Inquiry, and it must be for some observations of the officers he was censured. I do not know whether that caused it or not, but the man died some time afterwards.

11517. You were not present at the Court, and do not know what the nature of his evidence was?—No.

11518. *Chairman.*—When a man's evidence is considered unsatisfactory by the Court of Inquiry before whom he gave evidence, is there a further inquiry held into the mode in which he gave evidence at the Court of Inquiry?—There is no further inquiry into it; he is censured. Instead of the censure, what we want is to put him into the ordinary Courts of the country; and let him be tried if he perjured himself, and turned out of the service. Another thing I wish to mention is this, that the witness will not get his expenses if the defendant is found guilty.

11519. You seek that he should get his expenses?

—He should, no matter what way the Court went.

11520. *Mr. Harrel.*—You refer to witnesses summoned by the defendant?—Yes.

11521. Is not some such regulation found to be necessary in order to make a man cautious as to the summoning of very large numbers of witnesses that may be quite unnecessary?—That is a fact, too; but I never heard of a man volunteering his evidence at a Court of Inquiry.

11522. I am not suggesting that men should volunteer to give evidence, but is not some regulation necessary in order to deter defendants from summoning witnesses that may be able to throw no light whatever on the case, or very little light?—I believe that is the object of the regulation.

11523. It is not with the view of punishing a witness, but to make the defendant cautious?—Yes. I would not be a witness at a Court of Inquiry for it.

11524. Pass to the next point?—Let barrack regulations, section 9, be modified as to the quarter of a mile, and two hours' absence.

11525. What is the next matter?—Let the application for a review be read to the party concerned before being sent forward.

11526. Is not it a fact that the county inspector has to read it?—I do not know.

11527. *Chairman.*—What is the next point?—If a man continues ill for any period of time through no fault of his own, his pay should not be curtailed, and it appears it is illegal, too.

11528. What is the next?—Promotion to the rank of acting constable should be by seniority, unfavourable records to tell for or against.

11529. Go to the next, please?—There is a suggestion made that the men should be examined before a Board of officers from other counties, to make the thing perfectly satisfactory.

11530. Pass to the next subject?—That no man

under the rank of sub-inspector should be permitted to inspect a man's lodgings, whether he is accommodated in barracks or not. This thing of a constable coming in to inspect a married man's lodgings is objectionable.

11531. *Mr. Harrel.*—We have had that fully already. The constable's object is to see whether the man was in his lodgings after roll-call when he is out of barracks; and in barracks, his object is to save himself by seeing whether a man's lodgings are clean or not?—It is not considered right at all; and in many cases the officers feel definite in coming in themselves.

11532. *Chairman.*—Pass to the next matter?—The men wish to be permitted to reside at a greater distance than a quarter of a mile from barracks.

11533. What is the next point?—We want to abolish the select list, and that the higher grades in the force be filled from the rank and file.

11534. Is it all the higher grades?—Save those at head-quarters. As a proof of their efficiency, a sub-inspector promoted from the ranks is brought into the most important stations in Ireland, Cork North.

11535. Pass to the next topic?—The next thing is getting descriptions by rote as compulsory. Let the descriptions be hung up for reference, not to be fumbling up every morning when there is a fresh one down. If a man were allowed to refer to the descriptions, he would be better off.

11536. Is there anything else?—That, in the event of a man's wife being ill outside, and he is in barracks, the constable should let him out to stay with her during her illness.

11537. At present, leave can be granted by the sub-inspector?—Yes.

11538. Is there any other matter?—The last thing is that there is $1\frac{1}{2}$ per cent. deducted from our pay for a fund about the disbursement of which we are in total ignorance.

11539. You seek a satisfactory account?—Yes, half-yearly.

11540. That matter is being investigated, and the fund will be put on a thoroughly satisfactory basis for the future?—It is a great mystery where all the money is going.

11541. *Mr. Holman.*—I would like to ask you when you began to think your present pay was not sufficient?—Within the last two years particularly.

11542. I presume you thought the pay sufficient when you joined the force in 1875?—Yes.

11543. Why do you fix the period at which you felt that it was insufficient at two years ago?—In consequence of the increased price of provisions since then.

11544. Is it a fact that provisions have increased within the last two years?—They have within the last two or three years, inasmuch as whatever money men had saved before is all gone from them. I knew men who had 20*l.* or 30*l.* up to the last two or three years, and they have not a fraction now.

11545. Was not that due to the extraordinary calls made on the men during the agitation, and not to the higher price of provisions?—Not altogether owing to the increased duties. The increased price of provisions had a good deal to do with it, too.

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Sub-Inspector DAVID M'ARBLE, examined.

11546. *Chairman.*—You held the position of sub-inspector?—Yes, first sub-inspector.

11547. How long have you been stationed in Ballinrobe?—Five years and one month.

11548. You are aware of the nature of the claims for increase of pay that have been made by the

men generally?—Indeed I may say I gave the matter no consideration, but I know there is such a desire among the men.

11549. You know that there is a demand made?—I know there is a desire among the men on the subject.

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11560. There are a great many classes of men?—You have got the young man without a wife, and the young man of eight or ten years' standing without a wife; you have a constable with a wife and two or three children, and you have a man with six or eight children, and he is not a rare specimen. Are there any general observations on those various classes with reference to the subject of pay that would strike you?—I found that the men would generally arrive at an increase of about 9d. a-day. That was about the most definite thing I heard on the subject; and they did not seem to desire to have it different in any way for any grades.

11561. Then the desire among the men would be, from your experience, a general desire for about 9d. a-day all over the grades?—That is what reached my ear.

11562. Do you think from your experience such an increase as that is equally necessary in the various grades?—No doubt it would be more necessary in the case of men of advanced service if they are married, as then they would require much more than the younger man. However, in the general expression of a desire for an increase that seemed to be the amount.

11563. Mr. Hobson.—What is your own individual opinion as to the reasonableness of that amount?—The rate of pay is not bad at present; but the men draw a comparison between their pay and the pay of the English police, and there seems to be a general desire that the pay of the Irish constabulary should be the same as that of the English constabulary.

11564. Chairman.—On that subject they do not appear to know any of the details, and I presume you agree that they have had no opportunity of learning the conditions of the various English forces?—I am quite of opinion that is so, and I have not myself had an opportunity either.

11565. Mr. Hobson.—Upon this question of comparison with the English forces, are you aware that the rates of pay among the various forces in England vary considerably?—I am not informed on the subject.

11566. Chairman.—I want you to take now a constable of 52l. a-year. It is of course a question whether it is fair to expect that he would be in a position to save or not for the first couple of years of his service. As a matter of fact, is he able to live on the 52l.?—He is able to live, but not able to save much money.

11567. An unmarried sub-constable, passing from the first two or three years of his service, do his expenses increase in any way?—They do not.

11568. But you would say it was more natural for a man, having spent so many years in the service, to begin to wish to have an opportunity of saving?—Yes, and men feel themselves of greater value, and they increase in intelligence; and those qualities would, in their opinion and mine too, entitle them to higher pay, should they seek employment elsewhere. The constabulary is an excellent school, and undoubtedly they are of more value after some years' service.

11569. A sub-constable's highest rate of pay is 62l. a-year?—It is at twenty years' service.

11570. And unless promoted before the twenty years he cannot reach the 62l.?—No.

11571. Suppose he enters at 20 and marries at 30 years of age, as a sub-constable he would then be in receipt of pay of 57s. 4d.?—Yes, at that service.

11572. He marries at 30, and we will say that at the end of two or three years he has a couple of children, and at thirteen years' service his pay is 59s. 5d. Tell us what you think of the position of a man with a couple of children and his pay 57s. 4d.?—I think a man of ten years' service with a wife and a couple of children is living very poorly at his present rate of pay, and it would require an increase in some shape or other at that period.

11573. Would you say that living in barracks he was enabled to keep himself and his wife?—He would still live very tightly, and require the greatest care.

11574. But such a man as that, if he be of the class of man that alone is entitled to marry, will in quiet times have saved a little money?—Quite possible he may have, and he will then be able to live with great prudence and care in barracks; but very few married sub-constables have accommodation in barracks.

11575. Take that man, and suppose him to be living out of barracks and paying for accommodation, what is your idea of his position?—His position must of course be more straitened at all events by the amount of rent he will have to pay.

11576. Then practically you have found that such men are straitened?—They are.

11577. How do they meet it, first of all, by the expenditure of whatever savings they had?—In some measure that way and living at a low rate of fare.

11578. Can you tell us how often in the week those men might be supposed to allow themselves meat?—I know myself they are very much given to live on coarse meat. I could not speak with positive knowledge as to the number of times they could have it; but the married men are in the habit of living on coarse meat.

11579. Would you say they have meat every day?—I am sure they have not; but to my own knowledge they purchase flour and get bread made, and occasionally have some of the cheapest meat that can be got. They were in the habit of purchasing American bacon, and are still, but it is becoming scarce, and it is not at all a good article.

11580. What you mean by that is that the kind sold when it was obtainable among the class to which the men belong, was not good American bacon?—It was not good meat. The general class of the American bacon was not good meat as compared with ours.

11581. American bacon has gone up?—It has, and become scarce in the town.

11582. Of course the position of a sub-constable rising to 62l. and going on to the pay of sergeant-constable and constable, but still living outside barracks, is better than the position of a man with only 57l. 4s.?—Yes. Take the man on the rate of 57l. 4s., if he is a married man and the others married, they are improving in condition as they go up, but the family is increasing very likely at the same time.

11583. I gather from you that the shoe pinches the married man with a family a good deal more than the unmarried man?—A good deal more.

11584. What is their habit with regard to their children, bearing in mind, of course, that a man living in a town has opportunities of getting his children educated, and put into business or trades with greater facility than in the country?—Yes, but by the time the children are advanced to get into the way of earning a man is on the verge of being worn out. The rule is that the men cannot get married up to seven years' service, and by the time the children are in a way to earn bread the fathers are worn out.

11585. My object is to see whether they labor under any disadvantage in placing their children, not whether the children are able to add to their livelihood, but whether it is more difficult for him to give the children a career?—There are many places where the children of a policeman would not be willingly accepted by traders. There is a great reluctance on the part of traders in many towns, my own among the rest, to have anybody belonging to the police mentioned in connection with themselves and their business; but I hope that feeding is dying out. In preparing the children and keeping them clad with a decent appearance there is a difficulty indeed.

11576. You think that feeling is dying out?—I think it is largely dying out.

11577. *Mr. Holmes*.—And that feeling did not exist before the land agitation?—Heretofore it did not.

11578. *Mr. Harrel*.—The policemen usually try to place their children in a position such as shop-assistants or clerks, or something, in fact, which does not involve manual labour of any sort?—Generally, that is the object and the desire of the force. The parents of the children are desirous to give them the education which is to be found in their locality to fit them for such positions.

11579. No doubt of late years, owing to the general desire on the part of all classes to attain a position for their children which will not involve manual labour, the difficulties of providing for their children have very much increased?—They have very much increased.

11580. In point of fact it is now found the man in a certain position in life who gets a good handicraft is a more independent man a good deal than a man who is not able to earn anything by his hands?—He is, while the other can only earn bread by some employment which it is difficult to obtain.

11581. *Mr. Holmes*.—In what rank of the force do you think that a married man can live with a family fairly comfortably?—At my station, which is a small little town, a man cannot get anything in the shape of decent quarters for less than 15s. a-month.

11582. But in what rank do you think a married man can live fairly comfortably on his pay?—A constable in charge of a station with his 72s. a-year, and having barrack accommodation can live nicely; that is, he can keep his wife and children in fair order and have nothing to spare.

11583. Is it your opinion that a constable not accommodated in barracks would find it even with his pay a difficult matter to live?—He does. I have two constables in my station both living out of barracks, and they are required to live with the greatest economy. They are two decent men, who try to keep their children nicely dressed.

11584. *Chairman*.—How many children have they?—Five each, I think.

11585. Do you think if there were an allowance made for lodging accommodation when married men live outside barracks, it would have the effect of encouraging men to marry readily?—I do not really think it would. It is my impression, and always was—(I am not married myself, and therefore I have no interest in the matter)—that men having got liberty to marry, and having married respectably, it would be well to give them some means enabling them to live, so that they would not be at an actual loss. I know that feeling is so largely in the minds of the force down to the youngest sub-constable, that he does not grudge his married comrade having some little advantage beyond himself, and enabling him to live better than he does. It would lead to a spirit of contentment.

11586. Do you find as sub-inspector, and is it the experience of officers of the force, that for the carrying out of duty the smaller number of married men the better you would like?—Yes, if I had my choice. They cannot be knocked about, while the unmarried men are ready at all times.

11587. Therefore marriage cannot be looked upon with much favour, having regard to the efficiency of the force?—There is no doubt it is a privilege which a man obtains; but still I am strongly of opinion that some assistance would be necessary. It might be very moderate.

11588. Would you say that the difficulties married men have to deal with, and the straitened circumstances in which they live, are so great as to interfere occasionally with the efficiency of the individual?—I would not say that they do. I have found the married men able and willing to work, as

willings as any men; but I know at the same time it was a great drag on them. I would not say marriage has made them less efficient.

11589. Not less physically efficient?—I would not. They all take their fair turn of duty, and during the trying time that has passed I never heard a grumble.

11590. It is not the spirit of doing the duty I refer to, but whether they are as strong as the single men?—They are not. Their appearance marks that.

11591. *Mr. Holmes*.—When you said just now that a small allowance should be made to the married men for lodgings, what suggestion would you make?—To meet it in a sort of moderate way, letting the married man who has the privileges of marriage have some of the disadvantages of it, if you give him 10s. a-month or 6s. a-year, it would be such an assistance as would be of use to him.

11592. *Mr. Harrel*.—That that would be of use to him, and at the same time it would not be an inducement to marry, nor an inducement to men rather to live out in lodgings than to avail themselves of the accommodation afforded in barracks?—Quite so. I am perfectly sure he would prefer accommodation in barracks and abandon the 10s. a-month.

11593. *Chairman*.—Would you say that the men are really accurate in saying that position is calculated to have a great influence on the future of the force?—The men are quite dissatisfied at present with the difference in the pensions of those who joined since 1866 as compared with those who joined before. Still I do not think it is the desire of the force that they should get full pay as pension; but I know they have a strong desire to increase the number of fiftieths, and it reached my ear that if thirty-five-fiftieths were the highest rate that would be considered fair with the increase of 9d. a-day in the pay.

11594. So that thirty-five-fiftieths would be calculated on the pay as increased?—Yes.

11595. May I ask if you think, from your experience of the men, that that arrangement would commend itself to the men generally?—I think it would. The increase of 9d. a-day would commend itself to the men.

11596. *Mr. Holmes*.—Have you considered that 9d. a-day, in addition to the pay of all ranks, would mean a weekly addition of 5s. 3d.; or, in other words, that a sub-constable on leaving the depot and joining his station would get 25s. a-week, instead of 20s., as at present?—I think the 9d. a-day might be commenced after three years' service. The recruit, after he leaves the depot, is learning his business; he is not an effective man in the full sense of the word until he has spent some three years in the service. His present rate of pay enables him to live, and he would see before him the prospect of a liberal increase when he became valuable.

11597. When does he become really valuable?—At three years' service he becomes as efficient a man almost as ever he will be. He will be a well-made policeman, physically strong, and well able to do his duty.

11598. *Chairman*.—It is hard to ask any man to be a prophet; but let us assume that this fever of agitation through the country will subside—I mean the land agitation, and that there will not be any such very violent agitation, whatever other kind there may be, in the future—do you think when the agitation subsides the feeling against the police will subside?—I think the feeling against the police will subside largely. I remember when the police were esteemed and looked upon with the highest confidence; and I believe that this feeling will return when the agitation is completely broken up.

11599. Do you think when that occurs they will get, at any rate, fair play in the matter of small appointments?—I think they will; but the traders of the country would rather have the people of their own class.

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11600. In any case?—In any case. The Irish people, as a rule, have not a warm confidence in the servants of the Government.

11601. Even at any time?—At any time; but the feeling was multiplied one-hundredfold since those doctrines commenced to be taught.

11602. Policemen say that the rule against going in uniform into public-houses is disregarded, and the rule being known in the neighbourhood, and the violation of it is a public breach of discipline, and a sort of scandal. They also say it is rather hard if a friend comes, a sub-constable has no place but his barracks to bring him, as he is precluded from entering a public-house?—So far as I know, there should be no loosening of discipline as regards public-houses. The less the members of the force enter public-houses the better for themselves, and the better for the country.

11603. May I ask whether if it be a fact that the rule is violated, that that is rather a serious thing?—I know it cannot be generally violated. No doubt it does occur in country towns, in this way, that the publican sells groceries, meat, and other things, and the policeman has to go into the shop. You cannot draw the line as to whether he went in for a proper purpose or not.

11604. Then you would not suggest any relaxation of the rule?—No.

11605. On an occasion that a brother or a relative came to town, would it be tolerable that the constable might permit a sub-constable once in a way to go to a public-house with his brother or relative?—I think if a well-defined case were laid before a constable in a becoming manner it would be possible. If the rule were framed to meet that case it would be very reasonable. The constable, considering the case a proper one, would give the sub-constable leave to entertain his friend, and the sub-constable, having made the application, would be bound in honour not to violate such leave.

11606. And the danger would be lessened if the constable was bound to report to his superior that he gave the permission, and his reasons for doing so?—I think a wise rule could be made on that subject, and it would meet those cases exactly which arise from time to time.

11607. On the subject of promotion the men complain. The real root of their complaint is this, not any unfairness on the part of the sub-inspector, or the county inspector, under ordinary circumstances, but a difference of system in different counties which leads to great inequalities, promoting the young men in one county and the old men in another. They suggest that there should be no promotion until a man had a certain number of years' service; that there should be an examination conducted by persons unconnected with the county, and that the examinations should be written. There are various suggestions of that kind. Some say promotions should not be by county, but all over the country. Of course the difficulties of the question have presented themselves to you. Tell us what your views are on the subject?—In my own district I give consideration to the men for promotion in placing them on my promotion list as they come to that period of service when they are most active, mentally and physically—namely, from seven years' service to ten, twelve, and fifteen. I would give the senior man of unblemished character his full consideration. If I find a man has a number of bad records, I do not give him the forward place until the man that stands more favourably has some little advantage in point of time. I examine the men, and I do not think my examination could give them cause to complain. Every quarter, when the county inspector comes round, the men are called before him and placed on his list; and the system of promotion is formed to work evenly.

11608. And it works one way in one place fairly with you, and a different way in another?—Quite so.

11609. Is there anything you would suggest to

ensure a certain regularity all through the force in the principles of promotion?—Perhaps a system could be adopted by which the men would be examined, and a great list kept at headquarters. The head-quarters might be in a position to name the persons to be examined and promoted, and so take promotion out of the hands of the local men altogether.

11610. That could be done as to make promotion by counties?—By counties, I would say; but I do not think there would be any necessity to withdraw it from the county system I have seen worked out.

11611. Mr. Herrel.—But in counties where men see one man obtain his promotion, say at three or four years' service, and another has no chance of obtaining it until he arrives at fifteen years' service, do you not think that contrasts so violent are calculated to make men discontented?—That has been so since the issue of Sir John Wood's Memorandum No. 4, suggesting that young men should get a chance at an earlier period. The promotion of young men has been more marked since then, and no doubt it creates murmuring to some extent. Indeed, the promotion of young men led to feelings of that sort at a very remote period, too.

11612. Do you not think that if some standard of qualification were suggested in the shape of example papers of examination, by which each sub-inspector would be more or less guided, it would be an improvement on the present system?—It would.

11613. You are, of course, aware that sometimes now a sub-inspector gives a very stiff examination in one district, and the sub-inspector in the adjoining district may give an easy one?—That is perfectly possible.

11614. So that a man who might attain to the position of acting constable in one district would be disqualified in another?—That is perfectly possible.

11615. You think, then, that an improvement might be made in that direction?—I think there might, and if examination papers were sent to be filled up by the sub-constable under examination for promotion by the sub-inspector, and these submitted as the evidence of a man's fitness, that would be an excellent thing and a good, fair test.

11616. Mr. Holmes.—What is your opinion as to the sufficiency of the allowances which have been recently sanctioned by the Treasury to head and other constables when absent from their stations at night?—I think that, on the whole, they fairly meet the expense and nothing more. The men were under tremendous expense.

11617. I am speaking now of the allowances recently sanctioned—4s. to head constables and 3s. 6d. to others. What is your opinion as to the sufficiency of those allowances?—The men have been asking somewhat larger sums, but I do not think myself there is a great deal in the demand. I think the recent allowances are not bad.

11618. Chairman.—The recent temporary allowances?—Yes.

11619. Mr. Holmes.—But I am speaking of the allowances recently sanctioned by the Treasury of 4s. to head constables and 3s. 6d. to other constables, in lieu of the former rates of 3s. 6d. and 2s. 6d. What is your opinion of the sufficiency of those allowances?—I think that a head constable's allowance for a night's absence to enable him to stop in a respectable house might be 5s.

11620. In other words, in his case you would make the temporary allowance permanent?—Yes.

11621. And with regard to other constables?—I would make their rate 4s. a night.

11622. Mr. Herrel.—You think the distinction of 1s. is necessary between the rank of head constable and the men?—Yes.

11623. Chairman.—Then you would reduce the present temporary allowance in their case from 4s. 6d. to 4s.?—To the head constable, who has 4s., I would give 3s. a night, and to the constables and others who have 3s. 6d., I would give 4s. a night.

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11624. About the select list a good deal of complaint has been made as being a means by which young men get undue promotion?—What is your opinion?—My opinion is that a sufficiently full test examination would meet all cases. You may find a young man who has got more schooling than another—a young man who sits idly in his barracks and reads books when another is performing duty, and does not read books very much. That is why I say an examination which shows that a man has literary qualifications sufficient for his new position is a better system than an examination where the men are competing with persons qualified to go in for a special examination, and it would lead to the contentment and satisfaction of the men expecting promotion, to a large extent.

11625. Do you find that there is a tendency on the part of any considerable number of men to elevate themselves by these literary studies at the expense of their duty and at the expense of their comrades, who are active in the discharge of their duty?—Undoubtedly, the man who gives himself over to the improvement of his mind and preparing himself for examination is not in the way of duty. He will take his turn of duty when he is sent out; but you will find that a policeman's most valuable time is when he is out not on duty at all, but searching and inquiring among the people, and that man may not be so well made up educationally as the other.

11626. Has the present system a tendency in a considerable number of cases to induce men to devote themselves to study?—It has.

11627. And you say it has, to some extent, diminished the efficiency of the force in consequence?—It has, to some extent, on the part of these individuals to whom I have referred; but the others who have not given themselves over to their books and preparing for examination, are passively out as heretofore. I am a long time in the force, and I remember men when they gave their whole time to the service, and whether it was the state of the people or the skill of the police, the police were more successful than now. No doubt the estrangement of the people from the police did not exist to the same extent as now.

11628. Do I understand you to say you are rather inclined, to some extent, to attribute their want of success to the present system?—I would not go that far, but I believe the examination of men by a sufficiently high standard, and have no special matter in it at all, would, if carried out uniformly, work more to the satisfaction of the force than by making a special examination, in which a few will always be found to take a position while it throws the others back.

11629. Do you think the adoption of the plan you propose would have the effect of throwing back more to the ordinary duties of the force men who study very much?—It would to some extent men who set themselves down in leisure hours when not on duty to literary study. They would then be more likely to attend to their duties outside, and there would also be an inclination to keep themselves up educationally.

11630. You have just said that in old times when the men were not studying they were more successful on duty?—When not told off for duty a good policeman does more for the public than when on duty.

11631. A policeman, when anxious to discharge his duty, does not regard that time as leisure?—A zealous policeman does not consider it leisure time; he strolls out of his barracks, and having in view his own advancement by the successful discharge of his duty, would do a wonderful deal of good, as I knew them to do.

11632. That was in the olden times rather than now?—In the olden times. When a man is not told off for duty he can go about according to the dictates of his own thoughts, and work his way, and that is the time he is successful.

11633. We have had some evidence here as to the effect of the system of special resident magistrates on the discipline and efficiency of the force. The evidence appeared to have been given under some reserve. The men appeared to be rather timid about giving it; can you at all supplement that evidence?—In my district matters have gone on very smoothly and very well. No doubt the work has been increased.

11634. That would not interfere with discipline?—It is simply duty. I do not see that it has interfered in any way with discipline so far as the force in my district is concerned.

11635. Mr. Harrel.—Your district is one in which there has been a good deal of disturbance from time to time?—It is moved one of the first and most violently in the land agitation.

11636. I should say the duties performed by your men on the average would form a very fair example of constabulary duties in a disturbed district?—They would.

11637. Would you give us an idea from any records in your possession as to the average day's duty, I mean the duration of hours during which a man would be engaged on duty in one of your stations; in the first place, the duration of patrols?—Comparing the patrol book of 1876 with the patrol book of 1880, the duty appears to have been about doubled as regards the time upon the men.

11638. In 1876, both as regards the frequency of patrols and their duration?—In 1876 I find that two patrols in the twenty-four hours were the average number.

11639. That is the day and night service?—Yes. Then in 1880 I find there are six patrols performed in the same time in the same station. There are always four patrols in the twenty-four hours as a rule, so that the duty is fully doubled.

11640. Reducing it to hours, from your experience of examining the books, and your intimate knowledge of the actual duties performed by your men, can you say the number of hours per diem of actual duty performed by a man on the average in your district, that is, not taking the more severe station and not taking the easy?—It would be difficult to arrive at that. Ballinrobe is a place where no fixed system of duty can be laid down at all. During the whole time of daylight the men are liable to sudden calls for duty. A large number of gentlemen and others who come into the place have to be specially protected. The ordinary day patrols are a minor portion of the work, and therefore it is a sort of continuous occupation.

11641. So that you say scarcely any man in the district feels himself quite relieved from being called upon for duty any time in the day?—No man in the whole district feels himself at liberty to say he is free from duty at all, owing to the nature of the place.

11642. Would you say the average number of hours men would be on duty in the twenty-four would come up to ten or twelve. I am not speaking now of waiting in the barracks, but of actual absence from the barracks out on some particular duty or other?—I would say the average term of duty, at all events, could not be less than six hours, but the men could never feel themselves relieved from duty even for an hour, because of the continual necessity arising.

[Mr. Holmes left the room on official business.]

County Inspector FREDERICK HALLOM ROSS, examined.

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11643. *Chairman*.—You are county inspector of Meath?—Yes.

11644. How long have you been stationed in Meath?—Four and a-half years.

11645. You have had considerable experience in various parts of Ireland?—Yes. I have been nearly thirty-one years in the service.

11646. You know the demand for an increase of pay made by the force is, as a rule, 1s a-day?—I believe so.

11647. You are aware of the present rules of the force?—Yes.

11648. You know how the force is divided into sub-constables, acting-constables, and so on; young men and old men, men without wives and men with wives and families, each of these classes of men afforded as to the length of their service by the rates of pay they receive. Take the case of a young sub-constable who was not married, how does he stand as to the adequacy of his pay?—He is better off than those of 62L a-year.

11649. I will not ask whether he is enabled to save or not, but whether, for the purpose of his maintenance as a young unmarried man, he has enough?—I would say he is better off in proportion than a man of longer service.

11650. You think a young sub-constable is better off than a man of longer service?—Yes.

11651. What would you say of a man of eight or nine years' service unmarried?—I think that between 62L and 63L a-year there is very little difference, and there is very little difference also between a sub-constable of 62L and a constable.

11652. You think, perhaps, then, that the difference of 10L is not sufficient to mark the difference of value, the difference of labour, and the difference of wear and tear?—Yes; and responsibility.

11653. I was contrasting the young sub-constable with the man who remained a sub-constable for twenty years, and you do not think that a sufficient difference?—No; I would rather see men of long service better paid, because some of those men do not get advancement.

11654. Would you say that the period at which a man would reach 62L a-year pay should be before he was twenty years in the service?—I might say that the feeling of the men is that they would wish to be on the same footing as the English police, which I learn are better paid than the constabulary. Even the Dublin police are better off than our force.

11655. With regard to the English service, are you aware that many of the rural force are not better paid than the Irish constabulary?—I do not know. It is only from some of the men I heard that the pay of the English force was much better than that of the constabulary, but what the rate of pay is I do not know.

11656. Then returning to the sub-constable; you think that the men who served so long a period as twenty years in the service ought to be better paid in proportion?—I think so.

11657. Passing on to the constable, you think there ought to be some greater distinction than is at present made between a constable who discharges as responsible a duty and a sub-constable?—Yes; the constable is in charge of a sub-district, and is responsible for life and property. It would be an encouragement if he were better paid.

11658. Are there any particular remarks you would offer on the pay of head constables?—No. Except that I would like to see them better paid. The men wish to be on the same scale as other police forces. During the late agitation they were almost overworked, and in few counties more than Meath. Meath supplied a great many detachments to the north of Ireland, and to no end of Sheriffs' sales

during the past eighteen months. Duties were severe, and men put to considerable expense.

11659. Do you think that between the gratuity they get the other day and the additional rates which have been allowed them they have not been recompensed those expenses?—I am afraid it would be hard for me to give an answer to that. I know that the present extra pay is very good.

11660. That is a more pertinent answer than my question suggested. Do you think that the present rates of extra pay are adequate to meet the emergencies of a time such as we have been going through?—Yes; the men, from what I can learn, would be well satisfied if they were allowed the 4s. 6d. a-night.

11661. Do you think that the 4s. 6d. a-night for an ordinary constable and sub-constable is necessary in the troublesome time to meet the expense?—I know they are put to very serious expense.

11662. Mr. Barrett—There has been a permanent increase in the case of head constables to 4s., and of the constables and sub-constables to 3s. 6d.?—That is the permanent increase.

11663. And a supplemental shilling makes it 4s. 6d. and 3s. 6d.?—That is what they want.

11664. *Chairman*.—Do you think the supplemental shilling is a fair and proper addition?—It is rather a hard question to answer. I know that in some counties they have been put to very serious expense. In parts of Meath persons refused to supply them, and they were paying famine prices, and when on detachment duty they have great difficulties in procuring necessary food.

11665. I take it that the tendency is, from your experience of Meath duty, to say the present rates are the proper rates?—The men wish those rates, and I would recommend them.

11666. You have spoken of the adequacy of the pay for the young sub-constable to maintain and support him. Could you tell us how the existing rates of pay bear on the married men?—I believe some of the married men have a difficulty in pulling on. I would like very much to see them getting lodging allowance. I think that would be very important.

11667. Do you think, apart from your opinion of its importance, that it is a matter they talk about among themselves?—They do a good deal. The men are very anxious about it.

11668. Do you think that if they got a lodging allowance properly guarded it would have the effect of hurrying the men into marriage?—I am afraid it would be hard to answer that.

11669. Suppose, instead of giving it to men at the end of seven years, which would possibly have such an effect, that you say to a man, "If you like you may marry, but you will not get any lodging allowance till you are ten or twelve years in the force," do you think it would have the effect of making men more careful?—It might. I would recommend lodging allowance according to length of service, say 6L, 10L, 12L, 15L a-year.

11670. And you also count on the fact that a graduation like that would have the effect of making a man say, "I will wait a little longer till I have a better allowance"?—It might have that effect; it might be a check.

11671. Do you think the married men more unmanageable than the unmarried men?—I have very great difficulty indeed in getting accommodation for them.

11672. When you have a lot of married men, is there any hesitation in imposing on them duties which you otherwise would?—In moving them I would, because it puts on them very serious expense.

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11673. Then a married man is not quite so disposable as an unmarried man?—It is not so easy to move him about.

11674. Mr. Harrel.—I do not think you gave a direct answer to the Chairman as to a sub-constable arriving at the maximum pay of his rank at a shorter period than twenty years. Do you not think a man is rendering his most valuable service as sub-constable from eight or nine years and up to fifteen years' service?—He does; I agree with you.

11675. Do you not think he will be as good a sub-constable as ever he will be between those periods?—I agree with you; but the longer he remains in the service the more experience he gets and the better is he up to his duties.

11676. Under ordinary circumstances may a man not look forward reasonably, if he aspires in that way, to be promoted at about fifteen or sixteen years' service?—Yes, if he is suited in every way for promotion.

11677. In the early period of his service nearly every policeman has opportunities of qualifying himself, if he is at all so disposed?—Yes.

11678. Then, has it ever crossed your mind that it might be advisable to shorten the period at which a sub-constable would attain the highest pay of his rank, say at fifteen years instead of at twenty?—I think that would be desirable; the majority of men get their promotion between nine and fifteen years' service.

11679. And the man so unfortunate as not to get it has more or less to blame himself?—Yes; and it would cheer him by giving him an increase of pay earlier.

11680. Chairman.—May I ask whether you have found among the men that they pay very great attention to the subject of pension?—Yes.

11681. They are very much touched by that?—Yes. That is the principal matter.

11682. We have been told that something like three-fourths of the men in the force are men who entered since 1866?—Yes, I believe so.

11683. And all those are affected by the present system?—Yes.

11684. You are aware of the constitution of other forces, and that outside the older members of your force and of the Dublin metropolitan police force there are actually no forces given their entire pay as pension. The demand of the men is to be put on their entire pay. Do you think it has at all struck many of them, as it appears to have struck one or two of the witnesses here, that something less than that would not involve perfect equality between pay and pension, but would improve their present position, might meet the emergency?—I have heard that if the pay was increased generally and that they got the pension on the new rate of pay they might be as well off as on the old rate of pension. I certainly am proud of the County Meath force. During the whole disturbance there was not the least complaint. They performed their duties most creditably and satisfactorily. I think the men are all anxious for retirement at thirty years' service without inspection by a Medical Board.

11685. The men who joined since 1866 have that power?—Yes; but the men who joined before 1866 and retire on full pay have not.

11686. Mr. Harrel.—That is one of the slight disadvantages of retiring on full pay?—They are all anxious to retire at thirty years' service, and when they arrive at that service they are trying to get out. I think retirement should be compulsory at thirty years' service.

11687. They want to have optional retirement at twenty-five years' service. Is it your experience that at twenty-five years' service a considerable number of them are in such a state of physical health that they might be allowed to retire?—I think at twenty-five years' service the men are very well able to work, but it would be very desirable to give them an opportunity of retiring at thirty years' service.

They are not fit for much work after that. There is another rank in the service not well paid—the county inspector's clerk or storekeeper. The only additional advantage he gets is 7s 10s. a-year, and he works to 7, 8, 9, and 10 o'clock at night, and sometimes even later. I am aware this is a matter that a good many of them are very anxious about.

11688. I am obliged to you for referring to the subject. The clerk is also storekeeper?—Yes.

11689. We have had a good deal of evidence showing that their expense in keeping a fire cuts up a considerable amount of the allowance?—Yes; and if any of the clothing gets injured the clerk is obliged to make it good.

11690. You think there is a substantial case for some remuneration?—I do.

11691. What would you suggest?—1s. a-month.

11692. It has been suggested by some of themselves, and by others on their behalf, that they should receive the temporary rank of head constable after being three years in the position?—I would be in favour of that after a certain time.

11693. Six years is the period at which men hope to be released from the position?—I would like even to reduce that time. If a man works faithfully for four years, he should get his chance. If a county inspector's clerk goes on property for a year or so, he ought to be, as in the depot, entitled to the temporary rank of head constable, and wear the uniform. I was always in favour of that.

11694. That would be 8s. a-year extra at the expiration of three years?—I would say less time than that. I am aware they are very hard worked.

11695. As against this, of course, even during the periods of time when hard work is performed by the force in general those men have their nights in bed?—Yes; but they are working sometimes from 8 o'clock in the morning till 8 and 9 o'clock at night, and it is very laborious and responsible business. There are few counties in Ireland in which there was more work done than in Meath during this agitation.

11696. Chairman.—There has been a good deal of evidence given here, perfectly respectful to the officers, and not at all reflecting on their fairness, but showing that, owing to the different views of different men, very different modes of promotion prevail in different parts of the country. The men wish to have a more uniform system, and that no man should be promoted until he had eight or nine years' service; secondly, that examination papers be sent down and a Board of Examiners unconnected with the locality employed to examine. May I ask whether your attention has been drawn to this inequality of systems?—Not by the men; but I may tell you the system in Meath. There are very few men in Meath promoted under nine years' service—between nine and fifteen years' service is about the average; but occasionally men may get promotion at eight years' service, but few men suited for promotion serve nineteen or twenty years as sub-constable.

11697. Mr. Harrel.—The practice of looking for an acting constable among the men of three or four years' service does not obtain in your county?—It does not, and I do not approve of it, nor would I like the system of sending papers or employing a Board of Examiners. The officer places the man's name on his list, I keep an eye on him for some time, examine him, and if qualified, and in every way suited, recommend him for advancement.

11698. Chairman.—You follow a certain line of policy which, according to the evidence we have received, appears to recommend itself to the force generally. Can you suggest any regulations by which the different tendencies of county inspectors might be brought something into line with what you have described as the practice in Meath; because if you choose you might have a different line?—I am particular that men should get fair play. The only way of enforcing the practice would be by an

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order that only men of certain service should be put forward. Sometimes a man may get promotion at six years' service, but he must be sharp, and have done something to merit it.

11098. We have had some evidence here from various quarters about certain friction arising from the undefined authority of the special resident magistrates, and that in some cases he appears to infringe on the authority of the officer and the discipline of the force. Have you found any feeling existing among your men on that subject?—I might answer it in this way, that the men are dissatisfied with the present system, that is, with the direction from the special resident magistrates on the subject of patrols.

11099. Do the directions of the special resident magistrates ever go direct to the men without being conveyed through the officer?—No, not in Meath. Meath has within the last three or four months been placed under the direction of a special resident magistrate.

11100. He conveys his directions through the officers?—Through the officers.

11101. Is it that the directions given are given so suddenly, or involve additional duty, or what features of those directions do the men object to?—The directions involve additional duty, causing the men to grumble, and I believe men in some districts threatened to resign in consequence.

11102. Was it such an addition to their duty as largely increased their work?—Yes, six or seven hours' duty in the day, which they considered was more than was required.

11103. Contrasting that seven hours' patrol duty with their former patrol duty, was it much of an increase?—I think the men were rather dissatisfied at being required to do it. They told me they were willing to work twenty-three hours a-day if necessary, visiting outages, &c., but they felt very much dissatisfied at being required to do six or seven hours' duty where it was not necessary, and they considered it hard.

11104. Then their allegation was that unnecessary duty was thrown upon them when the country was quiet?—That is what they considered, and the men threatened to resign. I am aware that they were dissatisfied, and that many of the men of the county complain of the present system.

11105. Many of the men say that the rule against going in uniform into public-houses is in reality in many cases neglected, and neglected in such a way that people remark it, and see the rule is being violated; but the men consider it is very hard on a man not to be allowed to go into a public-house if he has a friend on a visit to the town where he is stationed, inasmuch as he cannot bring him into his guard-room, and they ask in a broad way that the rule should be cancelled, both on the ground that it is not enforced, and, if enforced, it would be unreasonable. Is it fair to ask your opinion generally on the subject?—In older times the men were allowed to go about a good deal. Perhaps, as it is a matter of discipline, it may be better for me not to give an opinion. I am very much against public-houses, but if duty requires I have no objection to men taking parties there to get information from them.

11106. But suppose a man's brother came to town.

He cannot go into a public-house with him, and he has no place else to go; that is the ground on which they rest the claim. You would not be for a total abolition of the rule?—No, it would be a risk.

11107. Would it be possible to have some such rule as this; that the constable in charge might be allowed to permit his sub-constable to go for a limited time, say half-an-hour or an hour, into a public-house once in a way, not when any casual acquaintance met him in the street, but when a brother or cousin or friend came to the place, and when the constable giving such permission should record it, and account to his sub-inspector for having given it; do you think such a regulation as that could be adopted without endangering sobriety?—It could; the constable giving permission to go for a limited time to get refreshments in a public-house.

11108. I would like to ask your opinion about the rule which obliges men to keep their children out of barracks after 14½ years of age?—I approve of the rule. After a certain time it is better to keep children out of barracks.

11109. The men approve of the principle of the rule, and the only question is about the time it should be enforced; they seem to think 14½ years of age too early?—Where there are girls in a family it is better to remove them at that age.

11110. On what grounds?—I think it is safer for all parties.

11111. Then you rather approve of the present rule?—I do.

11112. Mr. Ross.—The constabulary of your county have been hard worked during the disturbance?—Very.

11113. Without entering closely into particulars, could you give us approximately an idea of the relative frequency and duration of duties, such as patrol and duties of that character, at the present time as compared with four years ago?—I brought patrol books for the purpose of showing you, as required. The patrol system under the present special resident magistrates has been very severe in some places. I have seen at stations 120 patrols, and even 200; for instance, in July last, at the station of Moyally 124 patrols were performed, and to contrast that with July 1879, at that station I find the number was 44 patrols.

11114. Chairmen.—That means something very like troubling the patrols?—Here, in November 1879 there were 53 patrols, and taking July last there were 124.

11115. Did the party consist of the same strength?—I think not; the party is stronger at present.

11116. It would be impossible to perform the number of patrols with the party originally there?—At present the men are required to be six or seven hours on duty.

11117. Then they are also required, of course, to answer every accidental call?—Certainly; they are expected to do six or seven hours' duty, and after that, if an outrage occurs, or whatever the cause may be, they are required to go off, so that a man may have to do twelve, fourteen, or fifteen hours' duty.

11118. Does that frequently occur?—I think not, the new system has only commenced since August last.

Sub-Inspector WILLIAM DAVID GREEN, examined.

Sub-
Inspector
W. D. Green.
Sept., 1893.

11119. Chairmen.—You are stationed at Maryborough?—Yes.

11120. How long have you been stationed there?—More than five years.

11121. Have you had experience of other parts of Ireland?—Yes. I have been stationed in Wicklow

and Kilkenny, and I have also been on duty in fifteen counties for different periods.

11122. You are acquainted with the increase of pay demanded by the men—is a day?—Yes.

11123. You know the different classes of men, beginning with the young unmarried sub-constable,

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and going on with the various increases of pay and promotions, and you know a great many men with seven or eight or ten years' service in the force. Give us your impression generally on the question whether the present pay is adequate to keep them or not?—I do not think it is, as a rule. I have studied the question very carefully since I heard I was coming here. As soon as I got the telegram I sent a circular to every station in the county saying I would be glad if they let me have their views by return of post. I got the views, and I know what they are. I went over them, and saw how far I agreed with them.

11724. What we would like to have would be your views. We already know the views of the men?—I prepared myself for that purpose.

11725. I suppose the general tendency is to ask 1s. a-day increase?—Every man in the county, apparently by common consent, asked 1s. a-day.

11726. You have gone through the various estimates and expenses, &c.; what do you think of that demand of 1s. a-day?—I think it is too much.

11727. Take the case of a sub-constable who has no incumbrances—18 or 19 years of age when he joined, and who probably, in any other calling, would be unable to save much money in the early years of life, do you think he requires any increase of pay?—Not much; but in going over the question, and making inquiries among the different police forces, it would be only fair play to raise their pay on a level with the English police forces.

11728. I suppose your attention has been mainly directed to the town forces and the forces in the counties where the pay is high?—I have taken the London, Liverpool, Manchester, and Lancashire police.

11729. Have you at all taken into account the country police forces?—The Lancashire police force is paid as high as any city force.

11730. No doubt the Lancashire is highly paid. Are you aware that that force manages the police affairs of a large number of towns which have not special police forces?—Yes.

11731. And that it savours very much of a city force as well as of a country force, and therefore it is a force that you cannot take as a typical force?—There are a great many large towns in the county, of course.

11732. Do you think it desirable that a sub-constable should not reach his maximum pay until he has been twenty years in the service?—I would not make any difference about the sub-constables, but in the case of the other ranks I would.

11733. What would you say about the other ranks?—I have drawn out a scheme as to what I think would be a fair rate to give the men.

11734. Please to state it?—The sub-constables at present receive at the rate of 36s. a-year for six months' service. I would give them 52s. As a matter of fact, they are receiving that at present, because they are getting a subsistence allowance.

11735. You would strike off the subsistence allowance?—Yes; because, as a matter of fact, a man under six months' service is receiving a few pence more than when he is put on the 52s. rate, there being no deduction forcentage.

11736. Then you would substitute an increase of pay which would bring him up to 52s. Pass to the next?—I would give 60s. instead of 52s.

11737. That would be nearly 2s. a-week. Have you found many English forces where, outside the great town forces, a man virtually begins at 2s. a-week?—No; I do not know much about the other forces, except those I mentioned and the Dublin metropolitan police. But you seem to be making a point as regards the city forces. I think, as a matter of fact, of late years such forces in the counties have a great deal harder work.

11738. I shall come to that in a minute. Pass to the next grade?—At eight years' service I would

give 63s.; at fourteen years, 66s.; and at twenty years, 70s.

11739. I will go back for a moment to the subject of duty. In very quiet times, before those troubles arose, the duties of the Irish Constabulary were not very heavy?—Not very heavy, but still at all times heavier than the duties of the rural forces in England. When the English police are off duty they are off duty, but the Irish Constabulary are never off duty.

11740. Within the last three years the duties have undoubtedly been increased?—Very much so. I have evidence here of that.

11741. From what you know of forces in Great Britain, would you say that they have not heavier duty than the Irish Constabulary during the last three years?—Certainly, I do not believe there is any body of men in the world went through so much.

11742. Will you go on now, please, to the rates of pay you propose for acting constable, constable, and head constable?—The acting constable, 76s.; the constable on appointment, 82s.; after two years, 85s.; and after five years' service, 90s.

11743. And the head constable how much?—I would have the head constable begin at 95s., and give him increments of pay the same as is generally the case in England—after two years, 100s., and after five years, 110s., which would be the average pay of a second-class inspector, whose rank would be as close as we can go to that of first-class head constable.

11744. Have you observed any striking distinction between the married men and the unmarried men as regards the adequacy of the present rates of pay; do you think the married men are in a worse position than the unmarried men?—Of course they are. The pay of a married man at fourteen years' service is 4s. 18s. 8d. a-month, that is 1s. 11d. a-week. I could show you that for the most moderate necessities of life it will cost him that, and he will have nothing for the clothing or education of his family.

11745. How many children do you assume him to have?—Only two. This is an actual case I am taking.

11746. This, then, is an actual case, and not an estimate?—It is an actual case of a man's expenses at Portarlington weekly. Cost of living of a married man of fourteen years' service, monthly pay, 4s. 18s. 8d.; tea, 1s. 6d.; sugar, 10s.; bread, 3s. 6d.; butter, 2s.; milk, 1s. 5d. (a quart per diem); fuel, 2s. 6d.; gas, 1s. 2d.; 1s. 4d. of meat per day; rent of lodging, 3s. 6d. a-week; potatoes, 1s. 3d. at 5d. a-stone; sundries, 1s. 6d.; total, 1s. 4s. 11d.; and he has nothing to meet his other expenses, such as clothing.

11747. May I ask from your experience how the men who are in that position manage?—I think in a great many cases they are in debt. I am sorry to say I very frequently get complaints from shop-keepers. I get an unusually large number of letters lately; I imagine it was because they heard of the men getting a grant, and they wanted the benefit of it.

11748. Would you say whether many of those cases where debts accrued were cases of men who were sober, and who did not add to their expenses by irregularity?—I do not know. The shop-keepers might think it their best plan not to put forward claims for drink. The cases I talk of were not for drink.

11749. But, apart from those, did the men bear a decent character for steadiness?—Yes.

11750. May I ask whether you are aware married men, before the late disturbed times, were liable to get into debt?—As long as I am in the force I am hearing complaints.

11751. You think the married men are the men on whom this bears most heavily?—Of course. As a rule they do not live in hardship.

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11752. You are quite aware it would be utterly impossible to give a man additional pay so pay because he was a married man?—I do not think that would do.

11753. Do you think there is any way this could be met?—Certainly; and it is the only recommendation I made before the Commission of 1872 that was not carried out, namely, that there should be a lodging allowance for the men not accommodated in barracks.

11754. Can you suggest any other way of dealing with the case of the man?—I would give them fuel allowance, too.

11755. Do you think it possible to extend the restriction on marriage beyond seven years?—I do not think so. When I recommended an increase for the men, Lord Monck asked me would not that be holding out a temptation to them to marry. I told him then, and I have never had any reason to alter my opinion, that apparently the easier it was for them to marry the fewer married.

11756. Do you think it would be possible to have an unmarried police force of twenty-five or thirty years' standing?—I do not think it would.

11757. May I ask you, furthermore, whether you think it would be possible to introduce rules restricting marriage similar to those that exist in the army?—That is, only having a certain proportion of the men married on the strength of the regiment?

11758. Could you introduce rules that only a percentage of the men could be married, and do you think you could maintain a force of twenty-five years' service with such rules?—I do not think so. It has not been put forward as a grievance now, but I heard men talking of the restriction of seven years.

11759. I presume you would hardly be in favour of removing that restriction?—I think not.

11760. If anything were given as an allowance to married men, do you not think it should be given in such a way that it would not induce men to marry earlier than now?—Yes.

11761. Suppose, instead of giving a married man an allowance at seven years, you said, "You may marry at seven years, but you will get no allowance until you are ten, eleven, or twelve years in the force," do you not think that would come in aid of a man just as his family were springing up about him, and his expenses increasing, without encouraging him to marry rashly?—I think that would be a good plan.

11762. Mr. Holmes.—You said you gave evidence before Lord Monck's Committee. You are aware that it was in consequence of the recommendation of that Committee that the Act of 1874 was passed, by which the increase of pay was given to the men?—Yes.

11763. Were the men, so far as you know, satisfied with the increase then given?—I think they were pretty well satisfied then.

11764. What is your opinion as to the sufficiency of the increase?—My opinion then and now is that it was amply sufficient under the existing circumstances for the justice, but it was not at all sufficient for the higher grades. The sub-constables' pay was increased 100 per cent, and the head constables and others did not get more than 30 per cent.

11765. Your opinion is that it was sufficient for the lower grades?—Yes.

11766. Is it not the case that the sub-constables at their lowest rate of pay can live within it and do live with it?—I am sure a single sub-constable can live on his pay; but the question arises, "Are you only to give a man what he can put down his throat; is he not to save money, or to get anything beyond what he can eat and drink?"

11767. Is it not the case that many men among the lowest grades of sub-constables have saved money and even now save money?—I do not know, indeed. I have no way of knowing it, in fact.

11768. Within your experience you are not aware of men having saved money as sub-constables?—I

have no knowledge of their private affairs. I hear they are in debt, but I have no way of knowing what they may have saved.

11769. Are you aware it came out in evidence before the Committee that sat in the spring of this year that the men frequently saved money?—I do not know. I never saw any of the evidence given then.

11770. Mr. Harrel.—The subject of promotion has, I am sure, as a sub-inspector, engaged your attention from time to time?—Yes.

11771. And the present system, which has been detailed in evidence here, demands very much exercise of discretion by both sub-inspector and county inspector?—Yes; too much, I think.

11772. That discretion is variously exercised, and creates over Ireland a great deal of diversity of practice?—Decidedly.

11773. Have you any suggestion to make by which, while a sufficient power was retained in the hands of the immediate superiors of a man as to recommendation and so on, such rules might be framed as would bring about a more uniform practice in the advancement of men, particularly from the lowest grade?—I think it ought to be a rule that when a man attained a certain service, say seven years, he should be reported on, and either placed on a list for promotion or not. The great fault of the present system is, as you are doubtless aware, that different officers take different views. In some counties there are constables and acting constables promoted at two or three years' service. In several counties they are not promoted till they have thirteen or fourteen years' service, and there is such a diversity of practice that there is a great deal of dissatisfaction about it. I have thought over the subject very much, and endeavoured to lay down rules about it, trying to meet the different claims of ability, service, and all that.

11774. Have you also considered the difficulty that arises from time to time by the different standards of qualifications set up by different practices?—I do not know what the practice is. My own practice has been to have a regular competitive examination. The last time I had the men up to ten years' service who had not been promoted.

11775. After all, would not the result of such an examination vary much with the standard by which you examine them?—Yes; but I do not know exactly what you mean by the word "standard." I set a number of questions in each subject, and the man who gives the highest answering in most of them gets first. That is not exactly a standard.

11776. Suppose you put very difficult questions, no doubt the more highly educated men of the lot would far out-distance his competitors?—Yes.

11777. If, on the contrary, you gave questions comparatively simple, and also gave dictation, arithmetic, and other things comparatively easy, the men of moderate ability would be found to be quite equal?—Yes, counting altogether.

11778. Then, with the view of giving every man an opportunity of knowing how he was to be examined, if something in the shape of simple papers of examination suggesting how this would be carried out were issued, it would have a good effect?—Yes, decidedly; and then that would be uniform for Ireland.

11779. You do not think that, as a rule, the men object to being examined by written papers?—No. There are some things they could not well be examined in *vide* *see*. I have always examined by written papers and never *vide* *see*, because the *vide* *see* knocks the nervous men about.

11780. Having regard, of course, to the result of the examination, the two other things you study in placing a man on the promotion list are, I take it, seniority, official character and seal in the discharge of his duty as a policeman?—Yes. Of course there is the absence of unfavourable records.

11781. But that is official character?—Yes.

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11782. As regards promotion to the higher ranks, what do you think of the select list?—I do not know; I have seen some examples that I do not believe in very much; but on the whole, I suppose it comes out fair.

11783. Before permitting a constable to compete for the select list at present, all he requires is two years as constable in charge of a station and three years not in charge; so that he may, under exceptional circumstances, have attained the rank of constable at four or five years' service, which would give him the opportunity of attaining the rank of head constable at eight. Do you think that before permitting him to compete for the select list he should have arrived at some definite period of service in the force such as fourteen or fifteen years?—Yes, there ought to be uniformity; and if there was uniformity in the case of sub-constables it would rule promotion to the rank of head constable too.

11784. Do you think, as a sub-inspector, that the gain which is obtained under ordinary circumstances by advancing men at an early period of their service, even for good police duties, may be more than counterbalanced by the heartburnings, dissatisfaction, and jealousies which arise in the minds of a large number at these promotions?—I think so, I think it would most likely be better to defer their promotion.

11785. Do you think the gains by their promotion are more than counterbalanced by loss in another direction?—I think they are counterbalanced.

11786. It has been suggested here that a policeman labouring under a disability in the way of not being able to go into a public-house or hotel, or being able to treat a friend as any ordinary man is entitled to do. No doubt to a constable in charge of a station this does not apply, because he has his private room and can take in his friend?—He can.

11787. But he does not often do it?—No.

11788. But with regard to the men, they could not well take a friend into the public day-room?—They could not.

11789. Men occasionally do go into public-houses, although it is contrary to the regulations?—They do.

11790. Do you think that ill consequences would result from any relaxation of the regulations?—I do not. I think it would be very desirable to relax.

11791. Do you mean altogether?—I would relax it altogether. It is quite sufficient to punish a man if he takes too much. If he does not, I do not see what harm he is doing.

11792. Do you think it would be desirable that a man in the position of a policeman, with a good deal of spare time under ordinary circumstances, should be unrestricted in spending it in public-houses?—They might outspend as much as at present; but one of the great faults we have in the force is their want of knowledge in not mixing with the people.

11793. They are isolated from the people?—Yes; and I would like to remove every barrier to their mixing with the people. I think if they do commit an indiscretion, they are met at the barrack for taking too much. I would remove that restriction altogether.

11794. Or would you, as a step in the direction to see how it would work, be disposed to think it might

be met by permitting the constable to give a man leave if he had a friend?—I do not know that. I would not care to be running every moment to the constable. I would remove the restriction, and I would also give the constable more power in letting a man have leave for a few hours any time he wanted it.

11795. He can give him leave for four hours?—Yes. The only check on it is that the man has to return at 10 o'clock.

11796. You can see where it is unduly exercised?—Yes.

11797. What would you suggest as a proper extension?—The men of the Queen's County want to be allowed to go a mile and a quarter without any leave at all, and that the constable should have power to give them ten hours' leave.

11798. Ending at roll-call?—Some said that, and others said at any time. There are different places of amusement they might be asked to that would not be over at roll-call, and if a constable saw their business was of such a legitimate nature as that, he should have power to give ten hours' leave, ending after roll-call.

11799. Chairman.—Is it the rule that at present under no circumstances can a man get leave to be out after roll-call for the purpose of amusement?—Certainly not, from the constable, but from the officer he can get leave.

11800. Can he get leave from a head constable?—A head constable has no more power than a constable.

11801. Mr. Harrel.—Unless in charge of a district?—Yes.

11802. Have the duties of the men increased both as regards distance gone over and hours of duration within the last two or three years?—Enormously.

11803. Have they doubled?—I have a patrol-book here from Ballybristow, which shows that in the last month there have been 255 patrols, and a couple of years ago there would be only forty.

11804. How many men were there a couple of years ago and how many now?—Six then and nine now.

11805. That is counting day and night patrols?—There has been a continuous patrol kept up at that station in consequence of threatening letters received by two landlords.

11806. Could you say for your district about the number of hours a-day that each man on the average is absent on duty?—At Ballybristow the patrol duty is about ten and a-half hours a-day on each man.

11807. That is the heaviest, I take it, in your district?—I think it is.

11808. Could you say what the lightest is as to the average number of hours per day?—That is on duty, except as barrack orderly?

11809. Yes?—I made out a return for Mr. Blake some time ago, and I enclosed barrack orderly then including barrack orderly, it was eleven hours; but taking out barrack orderly, it would be about seven or eight hours.

11810. Of course, you always put the barrack orderly down for twenty-four hours?—Yes.

11811-12. And that made the percentage longer?—Of course. The duty is very severe. He does not get any rest at night.

[The Committee adjourned to Monday next.]

TWENTY-FOURTH DAY.—2ND OCTOBER, 1882.

Present :

Mr. R. O'SHAUGHNESSY, M.P., Mr. R. W. A. HOLMES, and Mr. D. HARREL, R.M.

County Inspector R. H. MARTIN, examined.

*County
Inspector
R. H. MARTIN.
—
2 Oct., 1882.*

11813. *Chairman.*—How long have you been acting as county inspector?—Going on six years in Cork, and previously five years in Roscommon.

11814. I suppose you have experience also of other parts of Ireland besides those two counties?—I have served in West Cork for several years before as sub-inspector; I served in Waterford, I served in Kilkenny for many years, and I served in Mayo.

11815. You know, of course, the nature of the demand made by the men for increase of pay, and you know, too, the different ranks of the men, and their rates of pay. The single sub-constable comes in at 19 or 20 years of age, commencing at 52l. when he joins his county, and obtaining increments after certain periods of service, and in many cases, after he is seven, eight, or ten years in the force, he marries and becomes the father of children. Tell us what you think as to the adequacy of the present pay, looking at the men in these different aspects?—Taking into consideration the expenditure of time and that, I do not think their pay is anything like exorbitant; it might be fairly increased in a reasonable manner, because the social position of every class has tended upwards considerably for some years.

11816. Suppose we were to take them class by class; take the young unmarried man coming in at 19 or 20 years of age at 1l a-week, all found, contrasting his position with that of other classes, you would hardly say he should expect for a couple of years, at all events, to live by money?—No.

11817. Then do you think that his pay at present suffices more or less (I would not bind you down absolutely) to support him?—It ought with management. There are a great many after first entering the service who have demands upon them by their parents and brothers and sisters. A great deal of pay goes in that way, but if it were solely and entirely for the sub-constables themselves, it ought to support them well.

11818. It may be regarded as a general feature that those young men have certain claims on them by their families at home?—I would say it is, certainly.

11819. Is that in consequence of special care being taken at the fitting out or the education of a young man intended for the police, or is it more the kindly feeling, as in the case of a young fellow going to Canada, for whom something has been expended?—The expenditure is not very much, it is more in the nature of the family tie, wishing to benefit his relations. There are great numbers that never think of that, but several do, and put money into the savings bank.

11820. Passing from him to the constable with increased pay, I suppose you would say that, as long as he remained unmarried, although he might expect to save money according as he went on, still the rates of pay are not absolutely insufficient to support him?—They are not, if you look at his pay in an ordinary way, without taking his removals from home, where, though he is entitled to extra pay and mileage, the knocking about increases the expenses; but place a man in a barracks and say, "You are to live there and not have any expenditure," his pay would be sufficient.

11821. That creates the difficulty?—Yes.

11822. In the case of men who are knocked about—transferred far duties outside their own barracks—do you think the allowances at present in force are adequate to meet the expenses without diminishing their savings?—Yes, according to the late regulations for temporary allowances.

11823. They would enable a single constable to meet the expenses of duty outside his own barracks without diminishing the savings or the income derivable from his ordinary pay?—I think so.

11824. There has been a demand made that, where a constable or acting constable is sent in temporary charge of a barracks, the allowance he now gets of 6d. a-night for seven nights should be extended, on the ground that his settling down temporarily in the new place involves him in additional expense in the way of providing himself with a variety of things that are wanted in his new temporary home, and they demand that the 6d. should be doubled in some cases, and the allowance extended to a period of thirty nights; what do you think of that?—I think 6d. a-night is entirely too little for a man who goes straight into a station. If he is a constable he has to establish a mess for himself, and I think the 6d. a-night is decidedly by one-half too little.

11825. The 6d. a-night amounts for the seven nights to 3s. 6d., and you think that is not enough?—Decidedly.

11826. Now, pass from the single men to the married men. Take a constable at the end of ten years marrying, or a constable marrying on his first rate of pay; what do you think of their position as regards pay?—They are the men that really require to be looked to, and that feel it.

11827. To what extent do they feel it?—The demands upon them for themselves and the education of their children. A married man is justly entitled to house rent.

11828. You would not be for increasing the pay of a man because he was married, as pay?—No.

11829. Or because he had a certain number of children, and the prospect of having an uncertain number?—No; because that would be a premium on marriage.

11830. How would you do it?—I would give them a lodging allowance.

11831. Would not you be afraid that an allowance would have the effect of inducing them to marry earlier than it would be wise for them to do?—I hardly think a small lodging allowance would be a premium that would induce a man to take a wife, if he had any other idea of it.

11832. There have been pictures drawn to me of married men with four, six, and eight children, and totals given of their expenditures, which represented them as not having at all enough to meet their demands. Now, we suggested that either of two things should be the case, that they had private means or had got into debt; what is your experience of their difficulties and the way they meet them; are they able to have meat as often as the single constables?—I would say, certainly not. According to my former answer, if you divide what would be sufficient to support themselves among a family, of course it is not sufficient then, and they must incur debt.

11833. Suppose a man says, "I will not go into

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debt, but live low,* is his pay in that class of cases such as I have described as insufficient as to interfere with his physical strength?—Yes.

11834. Is that your experience?—It is.

11835. And therefore with his efficiency?—Of course.

11836. You have spoken about an allowance for accommodation out of barrack. I presume you would hardly be in favour of doing anything which would induce men to marry at the end of seven years?—I always prefer the unmarried men for duty, without any ties whatsoever. They are better; but if a man who is unsteady gets married he settles down, turns over a new leaf, and becomes a good man.

11837. There are two aspects in which an officer of the Irish Constabulary can look on marriage; one is, that the unmarried man may be knocked about, and the other is that the *marriage sujet* becomes a quiet Benefick?—Yes; it does quiet a man.

11838. Whatever effect marriage has on the force, you would hardly be prepared to say it would be possible to resist marriage to any extent?—I do not think it would.

11839. Do you think, if the present length of the service were maintained (twenty-five or thirty years), it would be possible to maintain a force with anything like extensive restrictions on marriage?—I do not think so; it was done in the early days of the constabulary, and the difficulties of the marriage question were very great.

11840. What were the rules in the early days of the constabulary in restraint of marriage?—It would be difficult to give them exactly, but I know that unfavourable records had a considerable deal to do with it. The service was fourteen years, I think.

11841. You think that fourteen years was the time at which, under ordinary circumstances, a man was allowed to marry?—Yes; he should have fourteen years' service; I am not very sure about it.

11842. Can you form any idea when that was modified?—I should say about fifteen, sixteen, or eighteen years ago.

11843. You were in the force then?—I was; I have thirty-five years' service.

11844. Do you know why it was modified?—Because there was a considerable amount of discontent exhibited about it.

11845. *Mr. Harrel*.—Were not there also a great many private marriages?—They contracted private marriages.

11846. Perhaps I might assist your recollection; was it not the rule, independent of service, that a man's name should be on the list two years as an applicant for marriage before he was entitled?—It was.

11847. Was not the fact of such a very long period of time being required to elapse looked upon by the men as most unsatisfactory?—It was, and by the public at large.

11848. *Chairman*.—Why the public at large?—By those concerned; the fathers and mothers of girls. An applicant for marriage was to all intents and purposes looked upon as a married man.

11849. In your judgment, it would be impossible to release one's steps in restricting marriage?—It would raise a revolution in the force, and the public too.

11850. Have you had experience of many men leaving the force during the last five or six years?—Not many.

11851. In what class of men have you noticed the main tendency to resign, I mean in point of age or length of service. The short-service men of a few years' service who had made some money—men of five or six years' service?—Yes; old men never go.

11852. The experience is, then, that the pay enabled young unmarried men to save so much money as to form a fund, which induced them to go and live outside the force?—I do not think it was

attributable to that, but the class of men who come into the force are so extensively connected in foreign countries, America particularly, that there is a desire to follow the family. I have known instances of men of seven or eight years' service who have come to myself to consult me, and say they are going to retire. I ask "Why?" and the answer is, "Oh, I am the head of the family here, and I am determined to go and join my brothers and sisters and the rest of them. I have money saved, and my situation is unsafe; I do not know the day I may be tripped up, and I will go when I can."

11853. Taking into account the class of men that have retired, would you say that the American market really competes with the police in the case of men of five or six years' standing?—I do not think so, or that you should look at it in a marketable way from that point of view at all; but it is more of a natural tie to join their friends and relations. Their passage is sometimes paid without consulting them, and they go out. It is just the natural desire to emigrate, and really the numbers are so very few that leave, an odd one in a kind of way, we can inevitably trace the reason to joining the family beyond the water. On the other, it is, as a rule, to go to a better paid force they leave.

11854. *Mr. Keble*.—Do you seriously apprehend that if some improvement is not made in the present rate of pension, there would be any difficulty in getting a suitable class of men to join the force?—I do not.

11855. You said just now that some young men of short service did leave the force and emigrate, showing thereby that they had saved some money. Is it not the case that men, even in the lowest grade of sub-constable, when their pay is £1 a-week, not only can save money, but do, as a matter of fact, save money?—It depends on the character of the men; they can save something if they are very prudent. In a social way, meeting each other out, there must be some latitude for expenditure on treating, and taking that into account, I do not think they could save anything.

11856. You said that where the men really were put to expense and lost money was when they were ordered away from their stations. The allowances which have been recently sanctioned by the Treasury to head constables and other constables when absent from their station at night are 4s. in the case of head constables and 3s. 6d. in the case of sub-constables and constables; these allowances are permanent. In addition, there is 1s. a-night to both of those classes for a period of six months. Do you think the permanent allowances recently sanctioned, namely, 4s. a-night to head constables and 3s. 6d. to other constables, are sufficient?—I think the allowances which have been sanctioned temporarily should be continued, though very liberal.

11857. Do you think there should be a greater difference between the two ranks, that 4s. 6d. is too much to give the sub-constables when you give only 3s. to the head constables?—I do not think there is very much social difference between the ranks, the head constable has been a constable.

11858. Is it not the case that a head constable has to go to a better class of inn?—I do not think it; you will see the head constable and men going to the same house, and apparently partaking of the same food.

11859. You are aware the former allowances were 3s. 6d. to head constables and 2s. 6d. to constables; so that the recent permanent additions are, in the one case, 6d., and in the other, 1s. 6d.—Yes.

11860. You are still of opinion that the temporary addition of 1s. to both these allowances should be made permanent?—Yes; because if not, it will raise considerable discontent among the men; having given it, to withdraw it without very good ground would create great discontent among the men.

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11861. Do you think the periods at which the present increments of pay are given are fairly fixed, or would you suggest any modification of them?—They are fairly fixed.

11862. You are aware a sub-constable does not arrive at his maximum pay until twenty years' service; do you think that that is a proper period, or would you suggest it should be shortened?—I cannot come exactly at what you mean.

11863. The periods of service at which increments are now given are four, eight, fourteen, and twenty years' service. I want to know whether you think the periods at which those increments are given are fairly fixed, or whether you would suggest any modification of them?—I think they are fairly fixed; because there are very few men, unless they are slowwits, or something of the kind, that are left behind in the running, and do not get on in their promotion before the period arrives. It is only the worthless men who are left behind in the running; and in that way I would look at it.

11864. *Mr. Harrel*.—Looking at it from that point of view, do you think that the position of a man who has so forfeited the chances of promotion should be improved?—No; I do not see why it should.

11865. Then does not a man usually obtain a chance of promotion at between fifteen and sixteen years of his service?—Much earlier.

11866. But I am putting it now at the outside limit. If he does not get promotion at that time, it is your opinion that the cause is attributable to himself?—Yes.

11867. Inasmuch that he was not ambitious, and did not work for it, or that he has been a man of indifferent and unsteady character?—Just so.

11868. Seeing, then, that a premium should not be held out to a man who has so missed his chance, do you not think that the high rate of pay to a sub-constable might be fairly attained at a shorter period than twenty years?—Yes; you might shorten it to fifteen years, or something like that. I think it is fair enough that a man should advance himself, if he was fit.

11869. *Chairman*.—Suppose we pass now to the subject of pensions. Do you think now that this is a matter that really vitally affects the feelings of men who come in since 1866?—It is the great bone that they are looking for, I suspect. I believe the best man of short service that are leaving say to themselves, "We have some money now. We do not expect large pension. We will go."

11870. You think that operates?—There is not the slightest doubt about it.

11871. *Mr. Harrel*.—You said just now, in reply to the Chairman, that when men are leaving the force, they say to themselves, "We have got a little money now." Is not that an admission by you that men can save in the force, and do save in the force?—Of course they do; and there are very few, in my opinion, except great spendthrifts, or those who have a large family hanging upon them, that do not save money. There is not the slightest doubt about it that men save money if they are prudent.

11872. Do you not think that when the rates of pay are so good as to enable men with prudence to save, they will always attract men to the force as recruits?—I do, for short service.

11873. *Chairman*.—Am I to gather from your last answer, combined with your former statement, that men may come in, remain for a few years, and save a little money, and then go away?—No doubt of it; that is a fact.

11874. Then you do not think that the mere fact that you can always get lots of recruits will insure a permanent and viable force?—Certainly not.

11875. *Mr. Holmes*.—Is it not the case that your answer points to this, that even the lowest rates of pay are sufficiently high to enable a man with prudence to save?—I do not think that; because, as I said to the Chairman, in the first instance, when men come in at 52*l.* a-year, being for the first grade,

they have drawn upon them, family ties; but if they have 52*l.* a-year to put it together and husband it up, and only spend it in a chary kind of way, I think they could live, and that is all. It would not be considered liberal pay, I think.

11876. *Chairman*.—Suppose it were not possible to go back to the system of pensioning men on their full pay, do you think the condition of the men as to pension might be improved in a reasonable way so that, with the prospect of adding their savings to their pension, or making proper use of their savings, they would find it their interest to remain in the force?—I think the pension is very poor for the men retiring under the 1866 Act.

11877. You do not look with absolute hopelessness on the prospects of the force, from the mere fact that it may be impossible to go back to the old scale?—I have no hopes that they will do it.

11878. You think it impossible?—I do. I think that the men are not unreasonable in that way. What they require is something testamentary to what the officers are entitled to who joined since 1847; say, two-thirds.

11879. Do you approve of retirement at twenty-five years' service?—I do not. I think at twenty-five years' service you lose the benefit of young men whilst they are yet efficient, and for whom you have been at a good deal of expense.

11880. *Mr. Harrel*.—Permissive retirement at twenty-five years' service would not always result in actual retirement or actually losing men; for instance, suppose a man were in a position beyond that of sub-constable when he found that by retiring voluntarily at twenty-five years' service he was losing very considerably (upwards of one-third or two-fifths of his income), do you think there would be a great disposition on his part to leave the force; or do you not think, on the contrary, he would stay on till thirty years?—I have no doubt he would. When approaching their service they provide themselves with appointments outside. They would be fresh, hale, and healthy, able to go in for employment, because they wish to get rid of the embarrassment and weight of the service and the uncertainty of their position; but being able to draw their full pay as pension, the anxiety is to come up to the thirty years.

11881. And if the increments of pension were yearly increasing after twenty-five years' service, it would be an inducement to men to stay and get the highest increment?—I think it would.

11882. As regards sub-constables, those men, of course, who have neither shown themselves sufficiently ambitious or of sufficiently good character to obtain promotion, do you not think, as a rule, within your experience, that a sub-constable who has served twenty-five years is, generally, not a very valuable member of the force?—He would not be of much value, certainly, after that.

11883. Your experience of the physical ability of men of twenty-five and thirty years' service has naturally been up to the present time formed on men who spent many years in the service when it was an easy service?—Yes.

11884. And may not it be fairly inferred that men who have been undergoing the work that the police have been lately undergoing will not turn out so hale and fresh after twenty-five and thirty years' service?—Old men will tell you that it is only child's play what they have to do now, compared with what they had to do before.

11885. But you have had experience of both?—Yes; but I believe the work of late years, since the agitation sprung up, has been more severe. For some years prior to this agitation, say, ten or fifteen, I believe it was the quietest and easiest time for the police.

11886. You are aware, of course, that the men who served in the old time of exceptional severity were entitled to retire at twenty years' service, and did so?—I do not remember the men prior to 1848.

Officers who retired had retiring allowances on twenty years' service.

11887. But do you not know pensioners in the country, fine hale men, who retired at twenty years' service?—The standard of retirement at thirty years has been so long in the force, I calculated upon it; but I know when I joined the force in 1848, the duties, as a rule, on constables and men, were far more severe than up to the present agitation.

11888. But not inclusive of what they have been lately?—Certainly not.

11889. In fact, the difference between the severity of the duties formerly and the severity of the duties lately has mainly lain in the direction of men being moved more extensively about locally, and to greater distances?—Yes; for duty purposes.

11890. Being moved here and there in large bodies at considerable distance from their stations?—Yes; so that they are out of pocket; the allowances for men shifted about in that way being till very recently trifling.

11891. Mr. Holmes.—You said just now that prior to the recent agitation the duties of the police for the last fifteen years or so were very light and easy?—They were sea-saw; it was a quiet kind of life.

11892. I presume that with the return of quiet times there will be a return to easy duties?—I trust there will.

11893. Do you not think that a force which holds out a prospect of pleasant service (I am talking of quiet times) will always attract members to it?—I think the 1s. a-day would have more attractions than all the other attractions you hold out.

11894. Chairman.—The 1s. a-day additional?—Yes. There is not so much *esprit de corps* among them as that. The great difficulty is the different scales of pension you have to deal with, and there is where the discontent is.

11895. On the subject of promotion, there has been a good deal of evidence given by men from various parts of the country, complaining, not of any intentional unfairness on the part of county inspectors, but of a want of uniformity of system. In one county, the county inspector thinks that young men ought to be promoted; in another, the county inspector thinks that old men ought to be promoted. They have pointed out a variety of remedies, including the substitution of seniority for the discretion imposed in the officers. Tell us what you think of the grievances, and what remedies you would suggest to regulate promotion?—What you state is a fact, that there are a great many county inspectors throughout Ireland that mainly select the young men, and there is an impression at head-quarters that such should be done; but, independently of that, I always give credit myself for length of service in my selections, that is, to a certain extent, but, of course, not to the full extent wished for by the men. Still, service and time regulate my views on promotion. There are a great many smart, intelligent young men over four or five years' service, and a county inspector is struck with them at first, in comparison with the old men of staid habits and plodding way of doing business. My own impression is, that there should not be promotion without sufficient experience. I do not value smartness and intelligence at examinations; getting a man to write a play, in fact, if he was asked. I found myself that experience was much more required than the little sharp smartness in young men, and without experience I think no man ought to be promoted.

11896. There are two ways by which that might be done. Perhaps you might lay down a hard and fast line that no man without eight or nine years' service should be promoted save under circumstances of an exceptional character, and with some modifications for the permission of the Inspector-General, and some formalities which would mark the case out, and prevent the promotion of young men becoming an abuse?—As far as that goes, the In-

spector-General has a check on the promotions, because I submit a return of the number of men for promotion, with their service and records. He sees a man of eight years' service and the list, while there are on it men of twelve and fourteen years' service.

11897. But there are very few cases of a county inspector returning a man for promotion where the Inspector-General interferes with his discretion?—It has been done, I believe.

11898. Nevertheless, not to such an extent as to remove the great inequality which exists?—Certainly not.

11899. If, without laying down a hard and fast line, there were some means taken by which the Inspector-General would exercise a greater amount of interference to prevent this system of juvenile promotions, do you think it would have the effect of remedying the grievance?—It would place the county inspector in great embarrassment if it were carried out him, but, at the same time, the impression at head-quarters, I know, is in favour of promoting young men. I think anything of that kind would be easily got over by a decided rule. As present one county inspector will carry out promotion, giving credit for length of service, while, in the adjoining county, you find the county inspector throwing all that aside, and promoting men of four or five years' service. The young men say, "So-and-so is promoting men; we want to get on in this county, and you are keeping us back." That raises discontent among the men, and some line should be drawn.

11900. Do you think it possible to frame some system of exception by which a young man of five or six years' service might get promotion that would be no derogation from the principle?—The Inspector-General always held his own in that way. He has what he calls a special list, and he promotes men off that special list quite independently of the county inspector; if he wishes to extend that he can. On the whole, I do not think myself that the system of promotion, leaving it wholly and solely in the hands of one individual—a county inspector, is just. At the same time, it leaves a county inspector nowhere once that authority is taken out of his hands.

11901. But it could be modified to leave him somewhere. Suppose the task of examining men in their duties from the book and in their literary qualifications were transferred from the county inspector to another authority, and suppose there were left with the county inspector the duty first of all of representing whether a man was fit for promotion, and acting in a proper case that a man was unfit for promotion, and suppose, in addition to that duty, it were left to him to give a certain number of marks for general fitness, it would come to this, that you would have a certain number of marks given for technical knowledge and literary knowledge, not by the county inspector, and a certain number of marks given by the county inspector to men who were not unfit (for there are various degrees of fitness), so that you would leave still a considerable amount of discretion in the hands of the county inspector. Are not you disposed to admit that some means could be devised to let the county inspector exercise the discretion he ought to be left to exercise as to the general character and fitness of the man?—Would that sufficiently rectify the ideas of the men that the county inspector has too much authority?

11902. Suppose that system were guarded by seniority, it would leave the county inspector the absolute right to say such a man is unfit for promotion?—Yes, and put him at once.

11903. But he should do that on the general character of the man, as it would be an extraordinary thing for a county inspector to say that a man was absolutely unfit?—There are very few would do it, because you might squash that man's prospects for ever.

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11904. Not for ever; he might be fit next year?—It often struck me that if a Board, which could be easily formed, of two county inspectors from adjoining counties, were to assemble, a list might be placed before them by the county inspector to ratify his nominations or otherwise.

11904*. Would you leave with that Board the literary and technical education as distinguished from the general discretion?—Certainly.

11905. Mr. Harrel.—Has it struck you that again a want of uniformity would possibly arise if there were not some very accurate instructions laid down for the guidance of such Boards, as the two officers composing the Board upon one occasion might set up a higher standard of qualification for those who came before them than the two officers who might succeed them, and that, in fact, Boards might vary?—No doubt; but we are all subject to that. The officers are subject to that, and often meet tough gentlemen to deal with; but a county inspector in the habit of examining men and bringing them up to the proper standard would not require beyond the ordinary requirements a considerable stock of law, or if he did, he certainly should be restrained.

11906. Each man perhaps estimates somewhat differently the requirements of a constable?—Yes; and there is no doubt that among sub-inspectors and county inspectors considerable diversity of opinion exists. In some instances, if there is a standard set very high, everything is given to men of extraordinary capacity, intelligence, and attainments. On the other hand, if the standard be too low, the man of very moderate ability comes out just as well as the man who is his superior in intelligence and education. The happy medium, then, which is no doubt exercised by many county inspectors, is exactly what we wish to be applied to the whole of Ireland. It is with that view, perhaps, you would consider the desirability of suggesting example papers for the guidance of county inspectors generally, so that they might be assisted in knowing the minds of the superior officers as to what standard of examination should be set up; for instance, first for a sub-constable, that it might not be too difficult and might not be too easy; I think it would be proper that there should be a standard fixed.

11907. So far from lessening the authority of the county inspector, do you not think it would relieve him from a somewhat uncongenial task if the literary portion of the examination were intrusted, say, to a qualified gentleman from head-quarters, one of the clerks in the office here, or some one who would visit the head-quarters in counties once or twice a-year, as might be found necessary, and who would have the men before him, and conduct the examination by papers that they could not possibly have access to?—I do not think that would lessen his authority, but it would relieve him of a great deal of trouble and annoyance in a great many ways, and it would also be a very good check on his promotions. The principal thing the men feel is, I think, a dread of sectarian feeling. Put it as they like, that is the real truth, because it is known perfectly well all over the country that that is the impression. I do not say it is a fact at all, but I mean it is the impression that is on the minds of the men.

11908. Chairman.—Is that remark confined to your experience of your present county?—Not at all, but it is the general feeling throughout Ireland.

11909. Mr. Harrel.—I believe the feeling has for a long time prevailed that circumstances other than a man's capacity as a policeman, or his fitness from a scholarly point of view, had to do with his advancement in the service?—Yes, no doubt.

11910. In fact, that private influence had something to do with it?—That is so, there is not the slightest doubt at all. That is why promotion, if removed from the county inspector, would prevent that, because the private influence of magistrates

and others flocking in upon you is rather embarrassing, to say the least of it.

11911. Then it would be a relief to the county inspector to have the promotions brought within some uniform system which would not give him so large a discretion as at present?—It would relieve him, but I think it would lessen his position considerably in his capacity of county inspector over those men, because they would not look to him for promotion, but beyond him altogether.

11912. They would not look beyond him to any one else; they would only look beyond him to their own excellence?—I do not know about that.

11913. He would have no individual above him to whom they would look. They would look to their own excellence in qualifying themselves, and also in discharging their duties to demand his certificate?—Yes, that would leave them considerably independent, of course, to a certain extent.

11914. Chairman.—On the subject of sectarian feeling, we have had two or three instances of head constables who told us they were not Roman Catholics, but Protestants, and who spoke to the existence of this feeling in one form or another, and said that, so far as they knew, they did not think there was any ground for thinking that a sectarian motive influenced promotions, but that everything should be done to remove such an idea from the minds of their Catholic comrades?—That is precisely my idea. I could not for the life of me point out a case where such a thing did exist, but I speak simply from the impression on the minds of the men. A county inspector knows a great deal, living amongst his men. You hear this, that, and the other from time to time. It is advanced to you, "I am so-and-so, and of course I could not get promotion until you came here; now, I hope, some chance is open to me." All these things come out, so that you can glean what is the feeling of the men.

11915. Passing from that matter more especially to promotion from the rank of constable to head constable, what is your opinion of the select list that has been so impugned by some of the witnesses?—I think it is a ground for promoting men that they like.

11916. That who like?—That they like at head-quarters.

11917. Mr. Harrel.—At present, if a man is particularly fortunate in obtaining his step as constable at a short period of service, say, five years, he may go up for examination and obtain head constableness by the select list principle at, say, seven or eight years' service?—No doubt.

11918. I believe that is not generally accepted amongst the men of the force?—It is not.

11919. If the select list were so framed as to make it necessary that a man should have attained a certain number of years' service in the force, as well as either two or three years' service as a constable, do you think it would be a step in the right direction?—Decidedly.

11920. Say that a man should have attained at least fourteen or fifteen years' service?—Decidedly, because more quickness at figures is not necessary; the standard of examination is far and away beyond what is required for a policeman as head constable.

11921. It has been advanced to us that a desire prevails amongst the men generally that all promotions to the rank of sub-inspector should be given to the men in the force. You have had a long and varied experience of the constabulary, and do you think it desirable that new blood in the shape of cadet officers and men unconnected with the force should be no longer admitted to it as sub-inspectors?—I am not at all for that; I am not at all for promotion from the ranks to as sweeping a degree as that. I think the proportion is fairly regulated at present; there are a number of deserving men promoted. But there is this to be said, that among the deserving head constables there are very few who can be

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picked out fit for the appointment of officers. The men required must be specially smart.

11922. Then you think that even if such a principle were admitted, it would be difficult for promotions to be made altogether from the rank of head constable?—It would be with great difficulty that qualified men could be got to fill the position; and furthermore, if I may say so, the position of officer in the force was gone altogether, because he would be left isolated by the magistrates and gentlemen whom he ought to mix with. The magistrates would not mix with or consult them, and the status of the force would be gone.

11923. In point of fact, the social position of the officers generally would be so much changed; the prize would not be the good prize which it now is to the head constable?—Except, of course, that they get the money; but that is all.

11924. They would not get the position?—No.

11925. The position would be changed, and it would not be the advantage to themselves and families that it now is?—It would not; and I have heard men promoted any they were happier and better when head constables. There is a way to reward men by increase of pay, without forcing them into a higher position that they cannot fill.

11926. *Chairman*.—You have pointed out that the general system of promotion from the ranks would so have the effect of lowering the social position and efficiency of the sub-inspectors as really to be detrimental. Then, as I understand, you think the present admixture of men coming from the ranks with the other men who do not come from the ranks being only a moderate one has not had that effect?—I do not think it has; because there are so few, and choice men can be selected.

11927. Some of the men have asked for a proportion of one-half. Do you think that might be granted without bringing about the danger you suggest?—I think every increase would tend in that way.

11928. I perceive that you imply a distinction between the necessities of a force like your own and a town force. As you are aware, in town forces and in many rural forces in England the superintendent, who corresponds to the sub-inspector, is selected from the ranks?—Yes.

11929. Why would you apply a different rule to the Irish force from the English force?—The Irish force is a larger body, and differently organised altogether. The English is a little social thing belonging to a county under the control of magistrates. The Irish is a large body under different control altogether.

11930. What you mean is this, that while the duties of the Irish sub-inspector do bring him into connection with the magistracy, he is a man supposed to have much greater personal responsibility, inasmuch as he is a member of a large force with a higher organisation than the English superintendent, who is a member of a small force?—Yes. In upholding discipline and the social position of the force he has greater responsibility and is more important, of course.

11931. The Irish force is, in a certain sense, a military power, which it would be undesirable to have so completely under the control of local parties of any class as a small and unarmed English force?—Just so.

11932. For this reason it is undesirable that its officers should be, as a body, so inferior in social position, influence, and independence to their surroundings of the better class as the superintendents of the English force, and you, therefore, think it desirable to maintain a socially high class of officers in the Irish force?—Yes.

11933. *Mr. Harvel*.—We want to know, both as regards frequency and the number of hours on duty, what the duties of the police now are, as compared with those performed by them about three years ago; in fact, to what extent their duties have latterly

increased. I take it that in ordinary times, before the recent agitation and before the police were required to perform such severe duties, the average number of hours a-day during which a policeman was on duty in a country station would be about four or five?—Yes.

11934. That would include his turn on day patrol of average duty or night patrol?—Just so.

11935. On the whole those duties were light, and in no way pressed upon the men?—No doubt.

11936. However, recently, a different state of things has been in existence?—Yes.

11937. Would you say from your experience that the actual duties performed have been quite doubled within the last two years?—Fully doubled, and would be much more than double for the last eighteen months in the County Cork. I speak, of course, for Cork. The duty was considerably more than double; because there has been a great relief to the men in consequence of the frequent employment of the military, not so much on patrols as on sheriff's duty, executing decrees, on escort service, and duties of that kind. That is what harassed the men for twelve or eighteen months, until they were worn off their legs.

11938. I understand that since the military were freely used for those purposes the duties of the constabulary have not been so severe?—They have considerably lessened.

11939. In point of fact, until the military undertook some of those duties, I believe the constabulary system was strained nearly to breaking down?—Strained to the very last straw. I have had men night after night on duty, and could not relieve them.

11940. Do you think there is a prospect of this state of things, so far as constabulary duty is concerned, being changed before very long, or do you think that for some considerable time the constabulary will be obliged to perform much more duty than they did in the old state of things?—They will always have to do much more duty now, because the system has been changed. Prior to this agitation it was a kind of easy flow of duty; and it will be very hard now to get rid of the increased duty.

11941. To bring it down to the standard which formerly existed?—Yes.

11942. Although we are not on the question of pay at present, the expenses of the men have been, of course, tremendously increased by their increased duties?—Yes.

11943. They have been obliged to live differently?—Yes. They have been obliged to live better—to take breakfast, dinner and tea, and porter, and other things to strengthen them. I do not think there has been any great difference of expenditure at home; but it is when they are abroad, away from their station, they incur expense.

11944. And they were often abroad?—Yes, and paid 4s. and 5s. a-night for their bed; but that time has happily passed by.

11945. Many of the men ask that reit-coil, winter and summer, should be uniformly at 10 o'clock. Do you think there would be any objection to that?—None in the world. It is rather too early to shut up at 9 o'clock.

11946. With regard to the quarter of a-mile radius, that regulation, I believe, is not strictly adhered to?—I do not think it is. It depends entirely on the constable; but I would never be for removing the regulation. If you give a latitude at all, it will be abused.

11947. Do you not think that if a man were kept strictly within the limits of the two hours' absence from barracks, it would meet the case fully and strike off the quarter of a-mile?—The quarter-mile was meant to insure a man's attendance in case he was required; so that if you have the two hours' regulation only, a man may be 5 miles away on a horse and car.

11948. Of course he would be bound, notwith-

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standing, to tell the barracks orderly where he was going?—It is a thing they seldom do truthfully.

11949. But he would be bound?—I think it is a very wholesome regulation, and it is quite sufficient latitude to the men. It is not too much of a restriction at all; because, taking a little town or village, a quarter of a mile round is a big thing, and if he wants to take tea with a friend he has not to go beyond the radius. In a country place, if they want to go any distance, they can get leave from the constable to be absent for that purpose.

11950. But, after all, they have to make a written application for that, and he has to make a return of it also?—He does not make any return of it at all; he merely enters it in his diary. Some sub-inspectors may make the rule themselves. When I go to a station and find a man absent, I find his absence accounted for—"So-and-so, four hours leave." I do not believe there is any ground for complaint on that point.

11951. Another thing suggested is, that at some distant stations, where, perhaps, it is inconvenient to apply to the officer, the four hours' leave might be extended by the constable to eight or ten hours, not being after roll-call?—I do not know about that. They can get a day's leave from their officer.

11952. But, you see, it would take three days in many places to obtain leave of absence from their officer?—So it might.

11953. And then the period of time might have elapsed for which the man really wanted leave?—Yes; but if a man were asked by a friend to a wedding, he would get two or three days' notice of it. I do not know of any officer refusing an application for a day's leave.

11954. In practice, you do not find that is a cause of hardship?—Not the slightest.

11955. There is a rule by which men are obliged to return at 8 o'clock in the evening of the day their leave expires, and men living in distant places say that rule sometimes necessitates their leaving home sooner than their leave expires?—There is great inconvenience occasionally where trains do not suit; but I think there has never been an instance of the rule being used against a man. I have always accepted an explanation; but still the rule might be extended a little.

11956. To roll-call?—Or to 12 o'clock at night.

11957. Then it might be inconvenient to the constable to get out of his bed and see the men, nor could he detail his duty for the following day whilst the man was absent. It is at roll-call the duty is detailed?—There is no doubt of that.

11958. Perhaps a general modification as far as roll-call would meet the case?—It would be drawing the line between; but I certainly say inconvenience is occasionally experienced by the men in returning at 8 o'clock. It is an inconvenient rule; although I do not think it has ever been made use of to punish a man if he gave a fair explanation—that he could not get a car, or that the train did not come in time.

11959. Some of the men also say that when in the neighbourhood of a lake or river, and no obligation would be incurred—I mean that they would not put themselves under an improper compulsion to any one for the permission—it would be a great indulgence if they were allowed to fish in their leisure hours. They say they have no amusement, and that a policeman is very much liked. Do you think such an indulgence might be extended to them without prejudice to discipline?—There are a great many men, of course, that would obey a rule of that kind to a certain extent; but if you open the door, it is very hard to control them. I know that men do fish quietly, but it is, of course, against the regulation. I believe if you open the door and give permission, it would be most embarrassing to a constable and his officers. A man would go to a constable and say, "It is not against the regulations, and I have nothing else to do." There would be

excessive complaints about it; and my idea is that it ought not to be granted.

11960. From your point of view I would understand that that is a pastime for which a man should have leave, and that he would not be entitled unless he was on leave of absence?—If he was on leave of absence.

11961. Should a case be made for granting four hours' leave for such purpose, then a constable is called upon to exercise his discretion?—It might be done in that way, if a man asks four hours' leave to go fish; but, knowing the force as I do, I think it would interfere greatly with discipline to establish such a rule.

11962. Chairman.—At present a man can go a quarter of a mile from barracks and be away two hours. Very possibly the authorities may see their way to relaxing that rule, and allow a man to go a little more than a quarter of a mile. Suppose there was a river within half a mile from the barracks, and that no complaint was undergone with any neighbouring proprietor or owner, and that he chose to fish for an hour and a-half, employing his leisure time for the purpose, in what way would his so employing his time interfere with discipline?—I do not think that would, because the man is on leave, and he has a perfect right to do what he pleases, according to the regulations now.

11963. When he is not bound to be on duty he can go for two hours, provided he does not go beyond a quarter of a mile from the barracks. Suppose he were allowed within the quarter of a mile to fish during the two hours, in what way would that interfere with discipline?—Certainly not, if the rule was obeyed; but the natural tendency of the men is to extend their notions of what they have a right to do, to the embarrassment of the constable.

11964. I understand that perfectly, that they may become regular fishermen, and all that?—Rubbish so, and find fault with a constable who would not give them leave. A constable would be embarrassed in that way when he would really wish to keep his men together, and it would sow dissension between a constable and his men.

11965. Suppose it was outside the discretion of the constable, and that a man had an absolute right during the two hours, and within the prescribed distance, to fish; you would not approve of that?—I do not say that altogether when he gets leave, but there would be incessant applications.

11966. Suppose the rule were so altered that it would not be necessary to ask for leave, and that it became the common law of the police that they could fish during leisure hours without an application to the constable or any one else; you would not approve of that?—Indeed, I would not.

11967. On what ground?—In the first place, there is very little fishing to be had, even for an officer, without being under considerable compulsion to owners, and if you descend then to the men, the compulsion will be considered very much greater. There is no man would be allowed to fish except in a free fishery like a lake or a sea fishery without a considerable amount of compulsion.

11968. Is there any other reason that you would suggest?—I think the tendency of men naturally is to seek their own amusement to the neglect of duty, and to relax the rule it would lead them in that way. It would be a cause of incessant quarrelling between the constable and the men, because if you meet a tart constable who has a little in for a man he would refuse leave.

11969. The case I put is where he would not require to ask leave?—He would refuse him leave of absence.

11970. But a man may go within a quarter of a mile distant from the barracks?—He may, but not be absent more than two hours.

11971. Sometimes a man would fish for an hour and have a good deal of fun?—The only danger is the abuse which is sure to creep in; you have to go

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under a great deal of compliment to fairness and men of that class.

11972. *Mr. Harvel*.—Of course, a policeman is not permitted under any circumstances to enter a public-house except his duty requires him?—Yes, when on duty.

11973. Or off duty?—If a man requires refreshment there is no other place in the south of Ireland where he can get it except in a public-house.

11974. But that applies to circumstances where men are absent from their stations?—Yes; the rule is that the men at a station cannot enter.

11975. It has been advanced to us that that sometimes bears hardly on a man, particularly a sub-constable. If he has a friend he cannot talk to him or bring him into any other room than the day-room. He has no place to speak to him except in the street, and he labours under some disadvantage socially in that way, inasmuch as he is not permitted to take his friend into a hotel or a public-house, however respectable?—It is just like every other latitude you give in that way; it would, in my opinion, embarrass the constable and draw the men into habits of drink. There could be no other object in the existing regulation but to control the men and keep them from getting addicted to drinking. If you allow them latitude drunkenness would become more frequent in the force, in my opinion.

11976. You think a modification of the rule would be attended with evil results?—I do think it would.

11977. Do you think if a constable were empowered on being applied to to allow a man with his friend for the time being to enter a public-house, it would meet the case?—I do not know; I think it would be better the latitude should be the other way, and allow him to bring his friend into barracks and send for drink. The society they meet at public-houses is, generally speaking, not of a good character, and tends to demoralise a man in more ways than one. I believe it would lead more to drunkenness in the force.

11978. At present in country towns the shop from which the men ordinarily obtain their supplies is very often a public-house also?—Yes.

11979. And they go in and out there frequently? Of course they do.

11980. And take advantage of their visits?—There is no restraint that way. They go in for tobacco, and can have a bottle of porter if they like, so that there is no great restraint upon the men in that way.

11981. Of course, to limit them as to the houses into which they might go would create inevitable distinctions?—That would not do at all; but there is a great tendency to social intercourse among the men. When a man coming from one station to another meets his friend, if they can they will go to a public-house and drink one to three, four, five, six, a dozen bottles of porter before they stop, one travelling on another; whereas, if allowed to send out for it and have it in the barracks in a legitimate proper way there would be some control over them, and they would not go to the same extent. The constable could say, "You have gone quite far enough." That might be fairly adopted. There is too much restriction on getting drink into barracks. If a man wants a drink, it is fair enough he should have a glass of porter or ale.

11982. But so far as the men are concerned personally, they do send out at dinner time?—They do; but, strictly speaking, it is not allowable to bring in drink.

11983. It is stated that hardship is occasionally visited upon married men by their children being obliged to sleep out of barracks at 14½ years of age. The old rule was 14 years; then the Inspector-General used to grant an occasional six months under certain circumstances, and it was applied for so perpetually he extended the period to 14½ years. It is stated, particularly in the case of young girls, that that is the very age at which they require to be

under the protection of their parents at night, instead of sleeping in a lodging-house in town; do you think ill-results would arise if that period were extended?—It is needless to say why the rule was ever framed; it was for the protection of the child rather than any restriction. But where there was suitable and proper accommodation, it ought to be extended, provided the child is under the protection of her mother; but I would not extend it where there was a father with young children subject to be away from his barracks on duty both day and night; I would not have young girls where there is a lot of young men, but where there was a mother in existence I have often recommended it myself, and obtained permission for the further extension of the rule.

11984. Would you say to 16?—Yes; permission has been refused me, too.

11985. Would you say 16 would be a reasonable age at which a policeman ought to be looking out to have his daughter settled?—I do not say there should be a particular age at all; if you say 16, why not 18, because at 16 they are just as liable to be sent to a lodging-house as at 18, and there is greater temptation than at 14½.

11986. But she would be put into a shop and settled?—I would certainly extend the rule to 16 in cases, particularly where the girl had her mother.

11987. *Chairman*.—Has there been any change socially, in point of intelligence or physical characteristics, in the class of men you have been getting into the police for the last few years?—Of course, young men are of a far better class socially.

11988. Within what period?—I should say within about four years; of course, I do not count the last six or eight months, when they have been rubbing at every class of recruit that would come up to the measurement at all. Prior to that they were socially a far better class of men.

11989. Will you give us your views on the present allowances for marching money?—Men are allowed marching money after they go 6 miles, and there are cases where it raises discontent among the men. For instance, the sub-inspector in Bandon orders a certain number of men from an out-station 7 miles off to come in and do patrol duty, and one of them may say to the town man walking beside him, "I have my allowance for this, and you have nothing."

11990. *Mr. Harvel*.—That is in the case of men who are ordered in for duty at a fair?—Yes; any small duties that bring them within the regulation.

11991. Would not the same circumstance arise in a different direction—when the Bandon men, for instance, went to attend a fair at a village which was within 1 mile of a rural station?—No doubt.

11992. Is not that, then, a "come and go" with them?—To a certain extent, but it is always the case at head-quarters.

11993. There must always be a comparison somewhere or other?—You are quite right; the line must be drawn somewhere.

11994. And no matter where you draw it, there may be a case of hardship still; for instance, a witness suggested 5 miles; and when asked "why," he happened to be at a station which was 5 miles from where he did duty?—Yes. The allowance is liberal so far as it goes, but it is only as regards the services of the two men the contrast arises.

11995. The one man is doing duty at his own station, and the other has come more than 6 miles; and the equivalent may be arrived at by the man who is getting nothing to-day getting it on some future day?—Yes; but to show they rather like it, they keep a very sharp roster of their duties, so as not to be done out of their turn.

11996. The allowance is so fair as to make them anxious to go on their turn of duty?—In that particular, at all events, there is no doubt of it.

11997-12004. *Mr. Holmes*.—I suppose that in quiet times we may assume there will be little

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occasion for this allowance—that the man will not be ordered away from their stations?—In quiet times they ought not, but there may be abuse of it. Where there is a good, liberal allowance, that

is the danger. It all depends on a county inspector, unless he is restricted—and we have been restricted to a certain extent—that men are not to be removed from their stations except they are urgently required.

Head Constable BERNARD KING, cross-examined.

Head
Constable
B. King.
3 Oct., 1892.

12005. Chairman.—You are a head constable stationed in the Queen's County?—Yes.

12006. How long have you been in the Queen's County?—Five years.

12007. Where were you before that?—In the city of Limerick seven years; I was in the county and city of Cork, and for some time in the County Kerry. So that I know a great deal of the south of Ireland much better than I do any part of Leitrim.

12008. Take the subjects you wish to bring before us in the order of their importance?—It is not exactly my own view. I am going to set before the Committee, but the views of those who selected me and sent me here.

12009. What is the first subject?—The first is that of pay. I wish to represent the feelings of the men, and they say the pay of a head constable should be increased to 110*l*. That would be an increase of about 1*s*. a-day (1*s*. less than 1*s*. a-day). The pay of a second-class head constable should be increased to 100*l*; that of a constable to 80*l*, and of an acting constable to 80*l*; while a sub-constable of ten years, or over ten years, should have 70*l*, and under ten years, 64*l*; the pay for the first six months' service to be 43*l*. a-year.

12010. What is the present rate?—84*l*. After the six months' service I would give him 64*l*. for ten years whilst learning his business, and I would give him a further increase after that.

12011. You would propose to raise the pay of a man who has now 52*l*. to 64*l*?—Yes.

12012. That is not 1*s*. a-day?—It is not altogether that. Some of the men would be as good policemen at five years' service as they would nearly at ten; but at ten years' service they would be getting incommensurate on their shoulders, and they would want the increase.

12013. You mean by marrying?—I do.

12014. Do not one-fourth of the men go through the service without marrying?—I do not believe so much.

12015. But this part of your recommendation rests to a considerable extent on the desire of making the position of the man when he marries?—Yes; and to improve his condition in every respect.

12016. But you have regard to a large extent to the fact that he will probably by that time be a married man?—Yes.

12017. At present, a sub-constable on going to a county gets 52*l*. a-year?—Yes, if he has served six months in the depot.

12018. Mr. Herrell.—Even if he does not, his pay is supplemented to make it so?—Yes. Substantious money is given.

12019. Chairman.—Is not it your experience that, so far as keeping him goes, and providing the necessities of his subsistence, the 52*l*. a-year is enough to support him; but I do not say enough to save money?—I would say certainly he would not save 2*l*. in the year at the 52*l*. a-year.

12020. On the other hand, suppose a young man goes to a county, and does not save anything for the first couple of years, is he worse off than any young man in any other calling?—My answer to that is simply this, that our rise in the police is not so rapid as the rise in other situations in the Civil Service.

12021. The men have asked, as you know, an increase of about 18*l*. a-year?—About 18*l*. 1*s*.

12022. They have also asked for various allowances, not counting the allowances for lodgings for married men, boots, and so on. Do you think that they really want the two things—an increase of pay to the extent of 18*l*. a-year, and also the allowances?—Yes; and my reason for saying so is that they believe they ought to be as well treated as other police forces.

12023. You believe the two things are necessary to bring them up to other police forces?—I do. Give them the increase to their pay. The wear and tear of boots and other necessities would be about 2*l*. 10*s*. a-year.

12024. You spoke of other forces; do you wish to say anything about them before you leave the subject of pay?—The men believe they are not so well paid as the Dublin metropolitan police and the English police, while their duties are certainly as severe in every respect.

12025. No doubt within the last two or three years the duty has been very severe?—On that point I was called on by the special resident magistrate for a return of the patrol-book for the month of August last.

12026. In a general way, what did that disclose, compared with the patrol-books of quiet times?—There was a considerable difference. I had 155 patrols, being exactly an average of five patrols by day and by night, and the shortest of them on an average of four and a-half hours' duration. I believe every man performed about thirteen or thirteen and a-half hours' duty out of the twenty-four.

12027. What would that have been in quiet times?—The most would be from thirty-five to forty patrols.

12028. That would bring it down for each man to about four or five hours?—Not more than six, surely.

12029. If quiet times come back again—and it is to be supposed they will—you do not look forward to the man being obliged to do thirteen and fourteen hours' duty a-day?—Certainly not; but I do not believe, and I am satisfied beyond a shadow of doubt, we never will have the times we had in the force, so far as the case of the man is concerned.

12030. Why are you certain of that?—No reason is one obligation put down than another is getting up, I may say, on the same lines, but by a different name. Since the year 1865 we have had a great deal of hard times. That was the first start of the Fenian business. I was then a constable in Limerick; and I may say from that time to this, having a little more responsibility than before, I have had very hard times. The reason I say I do not believe we will ever have the same times we had in the force is this, that, unfortunately for its efficiency, it has become a little unpopular with the people, in consequence of the duties we had lately to perform.

12031. Mr. Herrell.—The men have become more or less obnoxious to the people?—Very much so. In the Fenian times, compared with these, it was nothing at all. The farmers and respectable people did not join in that organisation, and they were the friends of the police; but now all classes, even those that did not join the Land League, were

afraid to strengthen the heads of the police; so that we were not in a very happy condition at all.

12032. *Chairman*.—Have you contested the pay of your force with the general run of pay in English rural forces?—Not more than what I was told on the matter. I cannot state to you exactly, but I have been informed that the London police and the rural police of England do not receive the same pay, but that the lowest pay is better than ours.

12033. We are in process of going carefully into that subject, and our Report will lay before the men and before the public an accurate statement of the condition of these forces generally—a comparison both of the difficulty of duty and the extent and amount of pay?—I may say that every member of the force has full confidence in the Committee. While I am on the subject of pay, I might take the extra pay and allowances.

12034. Certainly?—The men are fully satisfied with the allowance now given under the temporary rise if it is made permanent. At the time the advance was made there was 1s. a-night difference between the nighty allowance of a head constable and that of sub-constables and acting constables; but the head constables only got 6d. of a rise, while the others got 1s. So that a head constable has only 5s. a-night of a temporary rise, while a sub-constable has 4s. 6d. They asked me to bring that before you.

12035. *Mr. Harrel*.—This is not so much a matter of what you consider the inadequacy of the allowance supplied to head constables, as that the contract is not sufficient?—I would not go so far, and I will tell you the reason, that generally the head constables look for lodgings-places to go into that will be more expensive than what the men take.

12036. *Chairman*.—Is that your experience as a head constable?—It is. There should be at least 1s. a-night difference between the two. Instead of the allowance being given for twelve consecutive hours, the duty commencing before 9 o'clock, I would recommend that ten consecutive hours should count as a night, commencing any time before 12 o'clock.

12037. Take the case of a man going out at 10 o'clock and coming back at 8 o'clock in the morning, he, according to your suggestion, would be entitled to the night's absence. Is it likely that a man going out at 10 and coming in at 8 o'clock in the morning would be put to the expense of paying for a bed outside?—He may be

subject to the same expense as if he left at half-past 8. It may not, as a general rule, follow; but it may, and it does, follow.

12038. As you are aware, the 4s. 6d. is meant to meet the expense of supper, bed, and breakfast?—It is.

12039. Take the case of a man who goes out at 10 and comes in at 8 o'clock, it is very unlikely that he will have to pay for bed?—I think it would cost very little difference.

12040. Is there anything else you wish to add?—The daily allowance is now given in two ways—for eight hours and for twelve. I would certainly recommend that it should be given for six, eight, and twelve hours.

12041. What would you give for six hours?—1s. only, and 1s. 6d. for eight hours, and 2s. for twelve hours.

12042. That is to say, you would create another allowance of 1s. for six hours?—I would.

12043. *Mr. Harrel*.—Would a man absent from his barracks six hours only, unless under extraordinary circumstances, be required to take a meal?—I am sure he would; and that is the reason I suggest 1s. for the six hours. A lunch would cost a man 1s.

12044. I am speaking now as a matter of experience. Where a man is absent from his barracks only six hours, that is to say, where he goes on special duty, he is generally prepared, and eats a meal before starting—is it the usual practice to incur expense in taking a meal?—Certainly; it is my experience that where he is absent from barracks he will incur expense.

12045. Have you anything to say with regard to the marching money?—I think I would not alter the marching money.

12046. The men are quite satisfied with the arrangements at present, except as to the ten hours for the night, and they also wish to create a new allowance for six hours' absence?—Decidedly. I have no reason to complain of the allowance for the marching money, and I have heard no complaints from others.

12047-8. You do not, of course, claim or suggest on the part of the men that an absence of six hours from barracks on patrol or other duties of that kind should be counted, because they are not included as duties for which an allowance can be given?—No. I am only asking if for the same kind of duties for which the 1s. 6d. or 2s. can be got now.

Head
Constable
R. King.
2 Oct., 1889.

[The further examination of the witness was deferred to next sitting.]

[The Committee adjourned.]

TWENTY-FIFTH DAY.—10TH OCTOBER, 1882.

Present:

Mr. R. O'SHAUGHNESSY, M.P., Mr. R. W. A. HOLMES, and Mr. D. HARREL, R.M.

Captain JOHN WILLIAM NOTT-BOWER, *examined*.

Captain
J. W. Nott-
Bower.
—
10 Oct., 1882.

12043. Chairman.—You are Chief Constable of Liverpool?—Yes.

12050. And you have served in the Royal Irish Constabulary?—Yes, for over five years.

12051. You had been previously in the army?—Yes.

12062. I think you also served in another English town?—I was three years Chief Constable of Leeds.

12053. What is the strength of the Liverpool police force?—1,338.

12054. Does it serve any rural district or semi-rural district?—No, the city proper.

12055. It serves a population of how many?—538,000 by the last census.

12056. The force is armed, I suppose, with batons?—Yes.

12057. And not with military weapons?—No; there is always a supply of cutlasses kept in the station, but practically they are never taken out.

12058. Name the grades in the force under you?—There are a great number of them. The next officers in rank to myself are the two chief superintendents; the next is the chief superintendent of the detective department; then the chief clerk and accountant clerk; then the superintendent of the river police, the superintendent of the fire brigade, and the chief clerk of the detective department. There are 6 superintendents, 2 detective inspectors, a governor of the main bridewell, a storekeeper, a coroner's head, 2 inspectors of public-houses, 1 inspector of lodge-ports, a deputy-superintendent of the fire brigade, 3 detective inspectors, an inspector of mews, 3 first-class inspectors, 27 second-class inspectors, 24 third-class inspectors, 35 fourth-class, 7 detectives, 14 bridewell keepers, 21 bridewell keepers, 7 detectives, 6 assistant clerks, and 1,143 constables.

12059. I see that the management of the fire brigade, the management of bridewells, certain duties attached to the coroner's court, the inspection of public-houses, and a variety of local semi-civic duties, are attached to the police in Liverpool?—That is so.

12060. May I ask, is it a source of additional pay or allowance to the men connected with these various establishments?—It is not, with the exception of the fire brigade.

12061. Is the fire brigade manned from the police there?—It is.

12062. Do they do other duty than fire brigade duty?—A great number of them do. The superintendent and some of the superior officers are solely fire brigade officers, but 180 constables in the force act as assistant firemen. "Firemen" we call them, but they are assistants, as they are doing police duty. They leave their beats in cases of fire, and they return when the fire is over.

12063. But the regular fire brigade staff, are they policemen?—They are not policemen strictly, but they are men who have risen from the police force.

12064. Does the post of inspector correspond to the post of head constable of the Royal Irish Constabulary, or to that of constable?—It is very hard to approximate them to any rank in the Irish Constabulary, because city duties are so different. An inspector is in charge of a section, which probably would consist of from fifteen to twenty men. The nearest approach to the rank of inspector would be that of a head constable,

who is in charge of a force in a small town, such as Rathfriland.

12065. In the rank of constable, is there any difference of grade which makes the higher grade of constable at all analogous to the constabulary constable?—None whatever. They are all on an equality, except by difference of pay.

12066. How many men are there to each inspector, taking the force all round?—There are 34 inspectors to 1,141 constables, that would be about 1 to every 33; but then I should add that the number of inspectors includes various clerks and officers employed otherwise than in charge of sections.

12067. What is the number of superintendents?—We have six superintendents. But there, again, it would be necessary to explain that that position is peculiar to Liverpool.

12068. Will you be kind enough to describe the peculiarity of the position of superintendents in Liverpool?—There are two main divisions of the Liverpool force under two chief superintendents, and each of the chief superintendents has three superintendents attached to his division. These superintendents are each of them in turn in charge of the division for a period of eight hours every day.

12069. I suppose you would find it very hard to point out an analogy between any position in the Royal Irish Constabulary and that of the superintendents?—I should.

12070. What class of men do you get into the Liverpool force; are they labourers or artisans?—We get men of every class. The men I prefer getting are the labourers or small farming class, and of course of these I obtain a large number.

12071. Are you able to obtain a considerable number of the small farming class in England?—Not in England, but in the northern parts of Scotland and Ireland.

12072. Would you say the Irish contingent that comes to you from the farming class is of the same class or position as the Irish Constabulary?—Exactly the same.

12073. And the Scotchmen analogous?—Yes.

12074. What age do your men generally come in at?—From 23 to 25 is about the average age.

12075. You do not take men as a rule at 18 or 19, as in the Irish Constabulary?—I do not; I rarely take a man under 21.

12076. That is a matter of policy in the force?—It is.

12077. You prefer grown men?—Yes.

12078. But that is in consequence of men having been engaged in other occupations?—No, such men are apt to take up the force as a matter of convenience, and as trade improves they leave it again.

12079. What is the limit of age?—21 to 30 is the normal limit, but I occasionally take a man below 21.

12080. Do many come in between 25 and 30?—Not very many, except in the case of old soldiers.

12081. What is the contract they make with you; do they enter for a certain time?—They are subject to discharge by the authorities, but otherwise on a month's notice.

12082. How many years, as a rule, does a Liverpool policeman remain in the service, or at what age does a man generally retire?—It is very late, because by our Pension Act a man cannot claim a pension until he

attains the age of 57 in the rank of constable, or of 60 in the ranks superior to that of constable.

12083. Has that, then, the effect of retaining in your service the constables as a rule until he comes to the age of 57?—It has.

12084. Therefore, it may be taken that if the average age of entering the force is 25, the average service in order to gain a pension would be thirty-two years?—That is so; but a man at present retiring would not have quite so long a service as that, because formerly they were taken at a greater age.

12085. Is that the length of service for the past few years?—I should say about twenty-seven to thirty years' service.

12086. Physically, what are they like at the end of the twenty-seven or thirty years?—Utterly worn out. The service, in my opinion, is too long.

12087. Do they leave in a condition to be able to take situations, or do any work on their own account?—Very rarely. In some cases they do.

12088. When a man joins your force, does he undergo any period of discipline or training before he goes on duty?—Yes, on an average about six weeks. He is drilled, taken to the police-courts to see the way business is conducted there, how constables give evidence, and he is instructed in police duties by the superintendents and inspectors under whom he is placed.

12089. You have had an opportunity of contrasting the training of the Liverpool policeman with that of the Irish policeman?—Yes.

12090. The training of the Irish policeman is a longer one?—Certainly.

12091. We do not want to encroach on State secrets; but would you indicate to us in a general way the points of contrast?—The strongest point is drill. The Irish policeman is sent down to the country as a trained soldier. Then, again, in police duties there is more theory instilled into the Irish policeman before he goes down to the country. Whether that theory produces any great practical effect or not I am doubtful.

12092. But does it involve considerable study on the part of the young policeman?—It certainly does. I am afraid from my experience most of them study as to answer questions from the book without really taking to heart at all what they have been studying, and thus when they come to put the studies into practical effect the book knowledge is of little use to them.

12093. Does that training involve considerable labour upon their part?—Very great I should say.

12094. Does your recruit get any pay during the six weeks?—He does. He receives the same rate of pay as a fourth-class constable.

12095. Does the Imperial Treasury contribute half to the police force?—Half the expense of pay and clothing of the city force proper; a considerable number of the men I have mentioned are practically in the employ of the Dock Board, and paid entirely from the dock funds.

12096. What is his pay when he commences duty as fourth-class constable?—26s. 8d. a-week. The 8d. was specially added for the purpose of meeting the contribution to the Superannuation Fund. The man receives 26s. clear.

12097. When does he get the next increment?—After one year's service with good conduct he receives 27s. 10d., the 10d. again meeting the superannuation stoppage.

12098. When you say "good conduct," do you mean any man who does not actually make himself unfit by misconduct gets it, or does he require to be particularly well conducted?—Any man who is free of a wound in his conduct book.

12099. He gets 1s. a-week at the end of a year?—Yes. I do not place a record against a man except in case of a serious offence, or repeated minor offences.

12100. What is the next increment he gets?—The next is after two years' total service, when he attains to the rate of 28s. 10d. The next is after seven years' total service, five years of which are with good conduct, when he attains to the rank of first-class constable at 29s. 10d. a-week.

12101. The great majority of the men continue in the position of first-class constable during their entire career?—Yes.

12102. Do 80 per cent. of the men fail to rise beyond that?—Certainly more than 80 per cent. of the men who join.

12103. Do many fall out of the ranks before reaching the seven years?—A very large number.

12104. To what do you attribute that?—Men finding that they are unsuitable to the force, and in the cases I have mentioned before of artisans when trade has improved, and they prefer going back to their trades.

12105. At what period of service would you say a constable attains stable equilibrium, and may be relied on to go on for twenty-five or thirty years in the force?—I think after seven or eight years' service, if he stay? is that time.

12106. How long does he remain as a rule in the rank of first-class constable?—Practically for the whole of his service, unless he is an exceptionally intelligent man, whom we consider qualified for promotion to the higher ranks.

12107. Of the men who attain the rank of first-class constable, how many per cent. would you say attain a higher rank through promotion?—We might take it that about 20 per cent. of those who attain that rank might look forward to some higher rank.

12108. Mr. Harrell.—There are certain positions to which are attached increases of pay?—Yes; such as detectives, headwell-keepers, and clerks.

12109. But the first regular step for promotion of an active constable is to the rank of inspector?—Yes. The headwell-keepers are men who are not always active enough to take the post of inspector.

12110. Chairman.—What is the pay of inspector?—The pay of fourth-class inspector is 95s. 8d., 1s. 3d. of that being the superannuation stoppage.

12111. What is the pay of the next rank?—A third-class inspector has 99s. 8d., the 1s. 4d. being the superannuation stoppage. That is the highest rank in the force where the superannuation stoppage is made up to the men. From that rank there is a uniform stoppage of 8½ per cent. from the rates of pay. The next is a second-class inspector, who receives 114s. per annum. That is subject to a deduction of 8½ per cent.

12112. A deduction for which no advance is made?—Yes.

12113. What is the next?—The next is first-class inspector, at 129s. per annum.

12114. How many first-class inspectors are there?—Eight.

12115. Tell us what deductions and allowances accompany these rates of pay?—With the exception of the deduction for the Superannuation Fund, there is no deduction from the pay; and with regard to allowances there are none, except 6d. a-week for boot money to all ranks.

12116. Are all these men liable to be told off for duty in plain clothes?—They are, and in the event of being told off for permanent duty in plain clothes, uniform is not issued to the men. In lieu of uniform they receive 3s. per week, and in the case of detectives 4s. per week.

12117. During the time they are doing duty in plain clothes?—During the time that no uniform is supplied to them.

12118. You speak of "permanent" duty in plain clothes. Does it ever happen that a man is told off temporarily for the occasion in plain clothes?—Yes.

12119. Is he then supposed to have a suit of plain clothes for that temporary duty?—He is.

12120. Taking the average policeman, can you say how often in the year he is called on for that duty?—It would be difficult, because many men would never be employed. As a rule, the men employed on that duty are men whom we consider, in time, will make good detectives. We employ them temporarily on a sort of detective duty to try their qualifications, and partly to augment the detective staff when detectives are required.

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12121. Would you say the number of men told off to do duty in plain clothes is very limited?—It is.

12122. And that the ordinary men, as a rule, need not expect to be told off for duty in plain clothes?—No.

12123. Mr. Harrel.—But still he is subject to the order?—Yes.

12124. And is obliged to have a suit of plain clothes?—Yes.

12125. Chairman.—Is there a regulation compelling him to have it?—Yes. We trust to the men having it; because, when not on duty, the policemen invariably dress in plain clothes. They do not live in uniform as in Ireland.

12126. They prefer being in plain clothes?—They do.

12127. Mr. Harrel.—The uniform is supplied made up, and free of expense in every way to the men?—Yes. It is fitted, and passes my inspection before being handed over to the men at all.

12128. What becomes of the old uniform?—The old uniform is sold by auction, and the proceeds are paid into the Superannuation Fund.

12129. Then the men do not receive the old uniform, or any portion of it?—Certainly not. The old clothes sold in large quantities make a considerable sum, 100*l.* or more a-year.

12130. Chairman.—Tell us the arrangements for lodging the men?—There are a few of the superior officers who have houses provided for them. In these houses, coal and gas are also given, and no charge is made to the men. They make a return to the public for the expense incurred, by living in these stations, and being available in case of emergency, and also taking general charge and superintendence of the station in which they live.

12131. Then, as I understand, those lodgings are in the stations?—Yes.

12132. About how many men are so provided with lodgings?—Two chief superintendents, three superintendents, the superintendent of the fire brigade, the Governor of the main jail, and eleven resident headwall-keepers.

12133. Leaving these out of account, all the body of the force have to provide themselves with accommodation?—That is so. We have what we call a section-house, a barn in which unmarried men live, but these men pay rent for the accommodation.

12134. How many men are there?—It is calculated for seventy men. There are at present fifty-nine.

12135. They do not comprise all the unmarried men of the force?—Oh, dear, no.

12136. They are picked out because they are unmarried?—Yes. They are generally young fellows on leaving we put in there. We only charge the men 1*s.* a-week for their lodging, coal, and gas. Attendance is not included.

12137. What would that come to?—I think 9*d.* a-week; washing, 3*d.*; newspapers, 1*d.*; men's meals, 1*d.*; and dinner, 6*d.*

12138. Mr. Harrel.—Is there a regulation which requires a certain proportion of them to be always present at the section-house?—There is a regulation which compels all the men to be in at 11 o'clock at night at the section-house. Then the men in the section-house would belong to the three different sections on duty, so that there would be almost, at any time during the day, one-third of the men in the section-house sleeping, and they would be always available in that way when required.

12139. Are there any men of the force of that section-house permitted to be off duty for the purpose of attending to the manning?—No.

12140. They are not exempted on that ground?—No.

12141. Chairman.—I suppose they are kept there for emergencies?—Yes.

12142. Including all those you have mentioned, the body of the force are obliged to find themselves in lodgings?—Yes.

12143. There is no rule as to the distance from the

station at which they live?—The rule is that they are to live at such places as is approved by me.

12144. And I suppose it is determined through you by some person to whom you delegate the duty?—The men are bound to report where they live. I keep a register of their houses, and if it comes under the notice of the clerk in charge that they are living at a considerable distance he should bring the fact before me, and I would order them to obtain lodgings at a more suitable place.

12145. Have you any idea of the rate they pay for the lodgings?—For a four-roomed cottage in which the married constables reside, from 5*s.* 6*d.* to 7*s.* 6*d.* a-week, free of taxes. Unmarried constables would pay for one room, and the ordinary attendance given in that class of lodgings, from 3*s.* 6*d.* to 4*s.* 6*d.* per week.

12146. You have papers showing the scale of living?—I have the actual cost for one week at the section-house, which shows a fair average.

12147. Mr. Harrel.—You stated that 5*s.* a-week was charged for dinner at the section-house?—Yes.

12148. Who provides the dinner?—The men themselves, and 5*s.* is simply the share of a man and the amount absolutely paid for meat and vegetables, fish, &c. I will give the particulars for the week, if you wish.

12149. Do they get a good substantial dinner at the section-house at the rate of 5*s.* per man per week?—Yes.

12150. Is the supply managed by one of the men?—It is managed by a committee of the men.

12151. And one of their number is deputed to purchase the articles?—One of the number is deputed each week to purchase the articles for the men.

12152. Do you find that in the section-house they manage economically and live comfortably?—They manage as economically and comfortably as can be expected.

12153. Have they good cooking apparatus?—They have.

12154. And proper cooks?—Proper cooks, engaged by the men themselves. Our men pay for food, 8*d.* per lb., and for water, 4*d.*

12155. Chairman.—Have you any idea, when you served in the Royal Irish Constabulary, what the weekly cost of dinner was? Did you serve in the south?—Yes; in Rathfriland, county Limerick.

12156. In Rathfriland, do you happen to recollect the weekly cost?—I cannot; but I can remember that the price of meat at that time was 7*d.* per lb.

12157. Can you say whether it was more or less than 5*s.* a-week for dinner?—Less, decidedly, at that time. The total amount at the Liverpool section-house for the week I mentioned was 17*s.* 13*s.* 3*d.* for fifty-nine men, and that gives for rent, 5*s.* 12*s.*; servants' wages, 2*s.* 11*s.* 6*d.*; washing, 5*s.* 8*d.*; cleaning materials, 3*s.* 5*d.*; newspapers, 8*s.* 3*d.*; mustard, pepper, and barley, 8*s.*; fish, 6*d.*; potatoes, 1*s.* 3*d.*; meat, 11*s.* 17*s.* 11*d.*

12158. That does not include the breakfast meat?—That includes nothing but their dinner.

12159. Have you calculated what would that be for each man?—5*s.* 8*d.* for each man.

12160. Have you any idea of what their expenditure on breakfast and other matters is?—They live very differently for breakfast. Some of the men will always have meat for breakfast, and others never anything but bread.

12161. Do you know as to whether or not they save?—They do, or they can, I should say.

12162. From the start?—From the start.

12163. Colonel Cobbe, Inspector of the Midland district, said to me on that subject that they do not expect to save, as a rule?—I am speaking simply of the men in the section-house.

12164. You confine the saving to them?—Yes, for they decidedly live cheaper than the men living in their own lodgings.

12165. Mr. Harrel.—When you speak of the men in the section-house saving, and your remarks as to saving

applying to them only, the majority of the other men not living in the section-houses are married?—They are. The large majority of the force are married.

12164. They pay from 5s. 6d. to 7s. 6d. a-week for a four-roomed cottage?—Yes.

12167. I take it that their wives and families contribute to the support of the family to some extent?—They very frequently take in policemen lodgers.

12168. Then in that four-roomed cottage they have a policeman lodger, who occupies one room?—Yes; or sometimes two policemen would occupy a room between them.

12169. Then the wife of the married man would in that case cook and attend to them?—Yes.

12170. Chairman.—Is there any rule preventing the wives of the men from becoming dressmakers, or embarking in occupation of that kind?—There is a rule that the wives of the men are not to carry on any trade. With regard to dressmaking, if a woman were to do it at home, without putting up a signboard, or keeping a shop, as it were, for the purpose, I should not object; nor should I object to her taking in washing, or occupation of that description; but they are not allowed to keep a shop, or undertake any trade that would bring them generally into contact with the public.

12171. Mr. Holman.—Assuming that a large proportion of the constables can never hope to rise beyond that class, it comes to this, that the highest pay which most men can look forward to obtaining is 20s. a-week?—Yes.

12172. You have told us in the case of married men that they pay for lodgings between 5s. 6d. and 7s. 6d. a-week?—Yes.

12173. It comes to this, taking the lowest figure, that a married man would have only 23s. 6d. in income to support his family?—23s. net income you might take as the average amount.

12174. From your experience, do you find the married men live fairly comfortable on that?—They do.

12175. You hear no complaints?—No complaints.

12176. Do the married men ever complain that they are not given a lodging allowance?—Certainly not. It never has been done in England, and I do not think it has ever entered the minds of the men to ask for it.

12177. Chairman.—You say it has never been done in England. Have you inquired into the rules of rural forces?—I have. In counties there has been a system to require that if a man is sent to a place where lodgings are specially expensive, there is an allowance given to him that would place him in such a position as a man in a part of the county where lodgings were at a normal rate.

12178. Mr. Holman.—Thus the wages in Liverpool are higher than in Manchester, lodgings being dearer in Liverpool?—Yes.

12179. Chairman.—Where the constable has to pay more than 2s. a-week rent the county finds the difference?—Yes; in that manner.

12180. Mr. Harrel.—Are the men in Liverpool satisfied with their pay?—Yes; quite satisfied.

12181. Mr. Holman.—I presume that to high a rate as 20s. a-week is given to a fourth-class constable owing to the fact that lodgings are so dear in Liverpool?—That was one of the great reasons that weighed with the Home Secretary when the matter was brought before him last year.

12182. Chairman.—Are the rates of pay you have just described the result of a new regulation?—No; they have been in being for some time; but last year there was an increase of 100 men to the force, and at the time the Home Secretary drew attention to the large initial rate of pay of the constables, and suggested it should be reduced to 24s. a-week. I saw the Home Secretary on the subject, and a deputation of the Police Committee also waited on him, and represented that, on account of the very large amount the men had to pay in Liverpool for lodgings, it was undesirable the initial rate of pay should be reduced, as

it were they would find it difficult to get recruits, who would prefer going to other towns, though the rates of pay were similar. After consideration of what we then stated, the Home Secretary approved of the initial rate of 26s. for the 100 men we were taking on at the time.

12183. Mr. Holman.—Could you say what proportion of the force is married in Liverpool?—70 or 80 per cent.

12184. There is no restriction of the period within which a man may marry?—Certainly not.

12185. Chairman.—Tell us what the rules are as to pensions?—The Liverpool force are pensioned under a local Act—the Liverpool Police Superannuation Fund Act of 1854, as amended by the Liverpool City Police Superannuation Act, 1881. These Acts provide that, after fifteen years' service, a man may be pensioned on a sum of not more than half, nor less than three-eighths of the average of his pay on the last ten years of his service; after twenty years' service on a sum of not more than two-thirds, nor less than half of the average pay, provided that in both cases the age be not under 37 years, if below the rank of superintendent, and 60, if of or above the rank of superintendent. There is a further provision that, after ten years' service in the case of a man being sent out, a sum not exceeding three-eighths, nor less than one-fourth of his average pay, may be given to him.

12186. Is it of his pay for one year?—Of his average pay for the ten years.

12187. As a pension?—Yes, and after five years' service, a gratuity equal to twenty days' pay for each year of his service. Then, in case of men disabled by bodily injuries received in the absolute execution of their duty, they may be allowed a sum not exceeding two-thirds of their pay, no matter what their service.

12188. Are these the main features?—Yes.

12189. Am I right in gathering that the highest rate of pension is that of two-thirds?—Yes.

12190. After twenty years' service?—Yes; subject to those provisions I have mentioned.

12191. As to age, are there many men, at the expiration of twenty years, in a position to claim that two-thirds?—Scarcely any.

12192. Because they have not reached the age?—Yes.

12193. As a rule, after how many years' service are they in a position to claim that?—As I mentioned before, I would say on an average from twenty-seven to thirty years' service.

12194. You mentioned that you thought they were kept in too long?—Yes.

12195. Then I presume your tendency would be to lower the age?—Most decidedly.

12196. And thus indirectly decrease the length of service?—Yes.

12197. Are those pensions provided altogether from the superannuation deductions you spoke of?—No. The superannuation deduction, of course, is the great source of income to the Superannuation Fund; but then, in addition to that, there are considerable sums received from the fees payable on the service of summonses and execution of warrants, the stoppages made from the men when they are sick, the fines imposed on the men, and the sale of old clothing.

12198. Taking all those sources you have referred to, do they furnish 20 per cent. of the funds supplying your pensions?—Perhaps you would allow me to put in a balance-sheet of the Superannuation Fund for one year, which will give you full information on the subject. [Handing in the document. Vide Appendix IX.]

12199. Certainly. Is there any provision made in case a man dies in the force for a gratuity to his widow?—Yes.

12200. Does the Imperial Government supply any portion of the pension?—Not directly, but indirectly, as they give half the men's pay, including half the amount of the special allowance for the Superannuation Fund.

12201. Mr. Harrel.—They contribute half, in fact?—Yes.

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J. W. Norton-
Bower,
16 Oct., 1885.

Captain
J. W. North-
Broom.
10 Oct., 1892.

12202. *Chairman*.—What is the gratuity given to the widow of a man who dies in the force?—The section of the Act which deals with that provides that "the Watch Committee" may, from time to time, make such allowance to the widow, child, or children of any person who shall join the force after the passing of this Act, and the whilst serving in such force, as the Watch Committee, in their discretion as to the amount, or the continuance thereof, shall think fit.

12203. To what extent is that payable?—The Watch Committee grant allowances payable from half-year to half-year—each half-year being revised by them—of sums varying from 3s. 6d. to 12s. and 13s. a-week, in accordance with the necessities of the case, the number of children, and family.

12204. Are the men satisfied, as a rule, with the scale of pension?—They are not. They are satisfied with the amount of two-thirds as the maximum, but they are not satisfied with the age clause, and I think they have just grounds of complaint: for a man who enters the service, say, at 21 years of age, would have to serve for thirty-six years for his pension, during the whole of the thirty-six being subject to 34 per cent. deduction, whereas in the case of a man who joined at 30 years of age, he would have to serve nine years less for the same, and therefore paying the stoppage a less time.

12205. But they are satisfied with two-thirds being the maximum amount?—Yes; but they think the maximum amount ought to be given after a fixed period of service.

12206. Take the case of a fourth-class inspector retiring at 37 years of age and twenty years' service, and getting two-thirds, what would his pension be?—It would be calculated in this way: you would take it to be half, say, four years as a fourth-class inspector; so many years as a first-class constable; so many years as a second-class constable, but not going back beyond the ten years. Then you would take the average of his pay for the ten years, and he would get the two-thirds of the average.

12207. *Mr. Harrel*.—Then it is the average of the ten years preceding his retirement?—Yes.

12208. And not the average of the three years, as in the Irish Constabulary?—No.

12209. That is a long period over which to extend the average. What is the pay of a fourth-class inspector?—36s. 3d. a-week.

12210. Suppose he occupied the position for four years before retirement, he would be first-class constable for the preceding six years at 21s. 10d., and that he has fulfilled the conditions and served at 37 years of age?—You would have to multiply the 36s. 3d. by 4, the 21s. 10d. by 6, and divide the product by 10. The average would be as nearly as possible 32s. 5d., or 21s. 7d. a-week as pension.

12211. Then in point of fact he would drop from his pay of 36s. 3d. to 21s. 7d. on retirement under the conditions you have stated?—Yes.

12212. And taking it by the year he would drop from 942. 5s. to 561. 2s. 1—Yes.

12213. *Mr. Holmes*.—Are you aware of the scale of pensions proposed by the Home Office Bill introduced last year?—I am.

12214. Do you prefer that scale to the Liverpool scale?—I should.

12215. It allows a man to retire at twenty-five years' service on three-fifths, and gives him two-thirds of his pay at twenty-eight years' service?—Yes. The scale in one-fifth is twenty years, and two-fifths to twenty-five years.

12216. Do think if that Bill became law in its present form the men would be satisfied with the scale of pensions under it?—I think they would; with the exception that they think twenty-five years—and I agree with them—is long enough for a man to be required to serve, and at the expiration of twenty-five years he ought to be entitled to the full two-thirds.

12217. *Mr. Harrel*.—After all, is not there a considerable increment to the pension by adding two-fifths every year from twenty to twenty-five years, which holds out a great inducement to a man to retire

at the twenty-five years?—There is; but then there is a natural inducement to a man, especially a married man, who has others depending on him, to serve on, even if not thoroughly efficient, until he has obtained the maximum rate of pension.

12218. Then, in point of experience, a man is not found to be thoroughly efficient after twenty-five years?—In my opinion, a police constable who has not attained a higher rank than that of constable is a thoroughly old man at twenty-five years' service, no matter at what age he joins, and he ought to be allowed to retire on his maximum pension at that time.

12219. You say a man who had not risen above the rank of constable ought to obtain his maximum pension at twenty-five years?—Yes.

12220. Have you in your mind the idea that those who have attained a higher rank should not obtain the two-thirds at twenty-five years, or would you suggest a different scale of pensions for those who were in the higher rank, having regard to the fact that their pay is so much higher, and pension relatively so much higher?—I had it in my mind that a man who had obtained a rank higher than that of constable, and is consequently not exposed to the same hardships, would probably not be so fit for further service at so early a period of service as the man who remained all his time a constable. The question whether it would be politic to give a lower rate of pension at that period of service to officers who have shown themselves particularly unwise and intelligent is one that would be worthy of consideration.

12221. You recollect that, on account of their superior intelligence, you have preferred them to a higher grade in the force, carrying higher pay, and giving them a good position?—Clearly; but that position they expect to retain on retirement. A man who rises to the rank of superintendent mixes with such a class of people as would necessitate a larger amount of expense on retirement than a man would require who retired as constable.

12222. *Mr. Holmes*.—I presume, as a matter of fact, the duties of a superintendent are not so severe as would prevent him serving for the ordinary period required by the Civil Service under the Act of 1893—that would be forty years?—I would not go so far as that; because very few receive the rank who have not had a considerable portion of their service in the streets. But is the matter of bodily fitness they would be able to serve longer than a constable.

12223. *Chairman*.—Bringing your double experience both in the Irish police and the English to bear, what is your experience as to the Irish constable who has failed to attain pension at the end of twenty-five years?—I think an Irish constable at the end of twenty-five years' service would not have had so much bodily wear and tear as an English constable, who is doing all his service on the street, and, as a rule, he would be a younger man at the time.

12224. He comes in younger?—I was not thinking of his age—physically younger.

12225. You have had no practical experience of the amount of duty they have had to do for the last two or three years?—Certainly not.

12226. *Mr. Holmes*.—I presume, from your experience of a great city like Liverpool, the duties of a policeman are much more severe than the ordinary duties of a member of the Royal Irish Constabulary?—They are very much, that is, compared with the duties of the Irish Constabulary as I knew them. The duties of the constables in Liverpool are not only very arduous, but the men get very much knocked about. I do not think there is any man in the force, of considerable service, who has not been several times assaulted.

12227. *Chairman*.—May I ask whether the men in Liverpool are, with the exigencies of their position, in the habit of being allowed to get gratified?—Receiving gratuities without the knowledge of their superiors would be severely dealt with. They are allowed to receive gratuities in such cases as the

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anyone think fit. The rule is, that when a man receives a gratuity he should pay the money over to the station clerk, who reports to me, and if I consider it is such as should be fairly allowed to the man, it is sanctioned, and the money is returned to the man by the clerk.

12228. Tell us in what class of cases these gratuities are allowed?—Some would be for the recovery of stolen property. When a man gets property recovered he may give some small reward. Next would be small amounts by tradesmen and others, whose shops may have been forced open at night and closed by a policeman who looks after the premises.

12229. Do I understand you to say that there is no regular duty or job which the men do for private individuals?—In that case the amount paid by the private individual goes to the rates.

12230. Mr. Holmes.—Do these gratuities add materially to the men's income, or are they of a trifling character?—They are of a most trifling character, except in the case of a detective who may recover a large amount of property; but in the case of an ordinary constable, if you received 10s. a year you would be over the mark.

12231. Chairman.—Would you be surprised to hear that there is a certain amount of money received that does not come to your knowledge?—Of course there is a certain amount; but there is not a great amount. I would be sorry to hear so.

12232. Be kind enough to tell us how many hours a-day the ordinary Liverpool constable is on duty, and the nature of his duties?—The ordinary Liverpool constable is on beat duty eight hours a-day. He is in charge of a certain amount of property, which he has to go round probably once in the half-hour. He has to see, of course, to the general order and peace of his beat. He has to report all cases of damage or violence that may occur.

12233. That disposes of eight hours of his time. Tell us what his obligations are, and what the usual course of his day is during the remaining sixteen hours?—The remaining sixteen hours are practically at his own disposal. Of course, he is liable to be called on at any time an emergency may require, but it very rarely occurs.

12234. I think you told us that, as a rule, he gets out of uniform when off duty?—Yes.

12235. I gather from that that he may assist on the remaining sixteen hours as a time during which he will set aside to appear in uniform?—Certainly.

12236. What has he to do during the sixteen hours?—Anything he likes. The only restriction is that he is not allowed to leave the city without permission.

12237. But he is not allowed to engage in any occupation bringing him profit?—No.

12238. No occupation whatever?—No occupation whatever.

12239. Have you had experience in any Irish towns except Rathfriland?—I was in Dublin on the reserve, and I had a certain amount of experience of the city of Limerick.

12240. Make a contrast between the duties as you knew them in the city of Limerick and those in Liverpool?—I am afraid I am not sufficiently conversant with the beat duties in Limerick to institute a comparison.

12241. And of course there is no analogy between the duties of Liverpool and Rathfriland?—No.

12242. Putting the question more broadly, from your knowledge of the English force and your experience of the Irish force, and what you have known by public notoriety of its increased duties, can you draw any contrast as to the amount of responsibility, or danger, or dangerousness of the two kinds of duty?—In other words, suppose you were a young man of 19, going to enter either force, which would you prefer, everything taken into account?—My opinion is that, even in the present state of affairs, the Irish Constabulary man has less chance of being assaulted and damaged than a man doing duty in the rough parts of Liverpool.

being assaulted in arming rough prisoners, do you think that the every-day period of eight hours' duty is more wearing on a man's constitution, and more tiring, particularly breathing the air of a great city like Liverpool, than even extraordinary duties by members of the Royal Irish Constabulary in rural districts?—I think so. If I were to take my choice of the work, I should infinitely prefer being an Irish constable.

12243. You mentioned stoppages from sick men as being placed to the credit of the superannuation fund. What is the character of the stoppages?—When a man gets sick two-thirds of his pay is stopped during the entire period of his sickness unless in the case of a man injured in the execution of his duty, where no stoppage is made.

12244. I think it that to meet that serious reduction in his pay he is obliged to contribute to some fund?—The men themselves have a sick fund, to which they contribute on an average 4d. a-week, and when they are sick they receive out of that fund 12s. a-week in addition to the one-third of their pay. So that practically a man has from 15s. to 15s. 2s. a-week when sick. Besides that, the fund also makes a small allowance to cover funeral expenses.

12245. What allowance?—12s., 15s., or 20s., according to service, not rank. That fund is an entirely private one, and managed by the men themselves.

12246. Are the cases of sickness frequent?—They are. I am not in a position at present to tell you the number.

12247. Do you provide the men with medical attendance?—No; the sick club provides them with medical attendance. We provide them with medical attendance when they are injured on duty. The two police surgeons attend them. In case the men otherwise get sick they are attended by their own surgeon. I am only giving you what exists, and not what, in my opinion, ought to exist. I am myself strongly opposed to the system of a police sick club; and I should much prefer, instead of a stoppage of two-thirds, that a stoppage of one-third should be made, and the sick fund abolished. I am bound to take the certificates of the doctors, who are appointed by, and hold their positions from, the men themselves; and though those doctors are most respectable men, in whom I have every confidence, still I know that very considerable pressure is put on them by the men on some occasions. They have been threatened on different occasions and grossly insulted—in fact, threatened to be put out of their positions—if they did not give the certificates.

12248. Mr. Holmes.—Do all the men contribute to the sick club?—All.

12249. Is it compulsory?—Yes.

12250. Mr. Harrel.—The 4d. is uniformly paid by all?—Yes.

12251. Chairman.—On the general question of promotion, be kind enough to tell us what principles guide you. Does the promotion rest in your hands?—It rests entirely in my hands. When I say that, legally it rests with the Watch Committee, but they delegate the promotions to me. In fact, they delegate all matters of discipline to me.

12252. First of all, the raising of a member of one class of constable to another is a matter of service, subject to this, that the man has not misconducted himself?—It is so, with the exception of promotion to the rank of first-class constable, and for that I require, in addition to good conduct, that the man be reported on by his superintendent as an efficient policeman.

12253. Passing to the promotion to inspector, tell us what governs that?—When a vacancy occurs in the rank of inspector, I go through the list of first-class constables. I do not restrict myself, but practically it comes to that. I begin at the top and work down, and having the superintendents present, I consult them until I come to a man whom I think is a good man for the position. Having selected him, I require him to send me a report of an ordinary police case, so that I may be able to judge of his handwriting and ability to write a report legibly and in good English, and if I am satisfied with that, I promote him to the higher rank.

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12255. Do you make him undergo any examination in geography?—We have no literary examination whatever.

12256. Therefore the man may be perfectly ignorant of the localities in Ireland or Scotland to which a thief may have gone?—He may be.

12257. Do you find, in the absence of a more profound literary examination, that you are able to get a perfectly intelligent and efficient class of inspectors and superintendents?—Yes. Of course, I need not say that, with regard to the higher rank of superintendents, that though there is no literary examination, yet from my knowledge of the man I should be able to judge of his general education and ability, and I should expect more from him than from an inspector.

12258. The superintendents are chosen from the ranks?—Yes, with one exception.

12259. Is that a permanent or casual exception?—Casual.

12260. From your experience of both forces, will you tell me whether there is any difference between the duties and responsibilities of the sub-inspector in Ireland and the superintendent in England that would account for the difference as to selection for the two offices?—I think, in the first place, there is one great difference, and that is that the sub-inspector in Ireland is in command of an armed force. Another is that he is apart from any immediate control. He has no immediate superior. Then, again, in cases of riot he is constantly in command of large armed parties. I think that under those circumstances it is desirable to have a man of a different social position to the men, and one in whom the higher classes in the country can feel confidence. But with regard to the superintendent in the city, I think that a man of the higher social position would be objectionable.

12261. Why?—Because I think there are many duties which fall on the superintendent in a city, and which would not be efficiently done by a man selected from the same class as the Irish sub-inspectors; he would be above the work, in fact. I should be sorry in Liverpool to be obliged to select my superintendents from that class of men instead of from men who have had long-continued experience in the ranks of the police force.

12262. Mr. Harrell.—The circumstances of the two services, you think, are fully settled by the methods by which the superior ranks are now filled?—I think so.

12263. Chairman.—Tell me what system of punishment is in force?—As a rule, men are reported to me by the inspector of the section. I hear the complaint personally on the following day at 12 o'clock. If a civilian makes a complaint, I send him word that I shall be in the office on the following day at 12 o'clock, and to attend with his witnesses. I conduct the inquiry in the same manner as a magistrate would a case in the police-court, except that the evidence is not taken on oath. I hear the evidence of the inspector or the man that brings forward the charge. I allow the constable accused to cross-examine him. I take the statements of this witness, and allow him to be cross-examined by the person bringing the charge. I then give my decision on the case.

12264. What is the usual class of offence?—Drunkenness is the most common and serious; insubordination, neglect of duty, entering public-houses when on duty.

12265. What are the classes of punishments generally given?—Fining, reduction, and dismissal.

12266. Give us some idea of the scale on which you fine?—By Act of Parliament I am limited to one week's pay of the rank the man is in.

12267. How often can that punishment be repeated?—As often as he commits an offence; but I have never fined a man that maximum.

12268. And if it becomes necessary to fine a man several times, you take the course of dismissing him?—Certainly.

12269. Is there a record kept of the fines?—Yes.

12270. Does that entail any effect as to promotion or pension?—Of course, it would naturally be a guide to

me as to promotion, if you are speaking of promotion to the higher ranks.

12271. It would be a guide to you?—Yes.

12272. But no actual barrier?—No.

12273. Has it proved a hindrance to promotion to such an extent as to be complained of by the men in this country?—No.

12274. Mr. Holmes.—I gather from what you have said that you are not in favour of heavy fines?—I am very much opposed to heavy fines. I think that they impoverish a man's family, and frequently land him in difficulties from which he is unable to extricate himself. The ultimate punishment, as in other police forces, is, of course, dismissal. I consider that if the men know that a fine of, say, 20s. is the final warning prior to dismissal, the moral effect produced by that fine of 20s. is quite as great as would be produced by a fine of 50s., and it does not entail disadvantages I have previously mentioned.

12275. Chairman.—You regard a fine of 1s. under ordinary circumstances, as the limit?—The lowest I impose.

12276. Mr. Holmes.—And it would be an infirmation to the man that if he offended again he would be dismissed?—If he offended within a short period.

12277. Chairman.—What is the ordinary fine for drunkenness?—10s. for the first offence of drunkenness.

12278. Mr. Holmes.—When you say "a short period," assuming a man had committed a serious offence at some period in the force, and had conducted himself properly for a considerable time, would you blot out of your memory that offence?—Entirely. I have promoted a man to the rank of inspector who has had very serious offences against him during the earlier part of his service, and I found that man a most excellent and efficient officer. I could also mention another case. I am aware of in the Irish Constabulary at the present time, of a man I recommended for promotion who had had a very bad back in the early period of his service, and who was, on my recommendation, promoted to the rank of acting constable. I inquired about him a few days since. He is now a constable, and I am told by his immediate superior he is one of the most efficient men that he has.

12279. Then you would be in favour of blotting out unfavourable records after a certain period?—I think any unfavourable record might be blotted out after a period of seven years, no matter for what offence. With regard to the ordinary offences of drunkenness or so forth, if I were dealing with a man for a renewed offence of the same description, I should not go back more than two years for deciding on the punishment. I should take that as a first offence.

12280. At Liverpool, if you find it necessary to reduce a man in rank, do you relegate him to his former rank after a certain period if he conducts himself well for a certain length of time?—In the ranks of constable, yes. For instance, a third-class constable whom I had sent down to reduce to the fourth class would, at the expiration of one year from the date of his reduction, be promoted, as a matter of course, to his former position.

12281. Chairman.—What other kinds of punishment are there?—Reduction from one class to another.

12282. Is there any other?—Then dismissal.

12283. Are dismissals frequent in the force?—There were twenty-three dismissals last year.

12284. Of course all right to pension, or gratuity, or anything else is lost on dismissal?—Clearly. Perhaps I might add that we have another punishment that we enter as "Ordered to resign," which is very nearly equivalent to a dismissal, but does not necessarily bar a man from entering another police force, if they think fit to take him, or possibly picking outside employment.

12285. Apart from the nature of the duties to be done, and taking into account the discipline and restrictions on freedom in the Irish Constabulary and the Liverpool force, as you know it, will you be kind enough to contrast the mode of life and amount of restraint and responsibility in the two forces?—The Liverpool police-

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man has his eight hours' duty to do. At the expiration of his eight hours' duty he is practically his own master for the other sixteen. The Irish policeman is, properly speaking, never off duty. He has to live in the barracks; he is not able to take himself away more than a certain distance from the barracks without getting permission, and he is not allowed to divert himself of uniform. He is more in the position of a soldier, in that respect, than a civilian.

12295*. Would you say that the discipline is as severe as military discipline?—In many ways it is much more severe discipline than military discipline.

12296. In what ways?—The discipline is much more strictly enforced. I joined the constabulary straight from the army, and it struck me the way discipline was enforced was more severe. I do not think there is the same amount of consideration shown men for little trifling breaches of discipline as in the army. I am afraid there is rather a fear of responsibility in the intermediate ranks; I would not even exclude county inspectors. Taking county inspectors, sub-inspectors, head constables, and constables, there seems to be pervading all these ranks a fear of taking any responsibility on themselves. Of course there are exceptional cases; I am speaking only generally. But the result is that, if the slightest pecuniary occurs, the officer feels himself bound to report it to the higher ranks, and when it appears on paper it makes a very formidable parade of a very trifling matter.

12297. Mr. Norton.—The discipline, to some extent, is like military discipline?—Yes.

12298. Then to the duties of the soldier there are added the multifarious duties of the policeman?—Yes.

12299. That entails a code of very complicated regulations?—Yes.

12300. And a breach of any one of these regulations, however slight, is considered an offence against discipline?—Yes.

12301. The intermediate grades in the service are bound to report those breaches?—Yes.

12302. In that way the position of the ordinary police constable (I mean of the sub-constable or the constable of superior rank) is made one in which he is required to be constantly on his guard?—Yes.

12303. *Chairman.*—You have analogous rules existing in the army violated in small matters, still without being reported at all?—In the army a sergeant, if he sees a small matter, might just have a talk with the man and give him a little wigging about it, and there was an end of it. If a constable of the Royal Irish Constabulary saw that he would at once make a report of it to the sub-inspector, who would send it to the county inspector. It then looks a formidable matter, and makes a mountain out of a mole-hill, and the man is afraid of being punished.

12304. Owing to the necessity for maintaining strict discipline in the Irish Constabulary many small violations of regulations, which might be overlooked or met by a rebuke in the army, are made serious matters with the members of the Irish Constabulary?—Yes. That to some extent would represent what I mean. I am at one with you as to the necessity of maintaining discipline with firmness in a large armed force. But there is some mistake in a system which it is not found to work well, because I have found, with the exception of very few officers and men, there is an irremediable desire to shift the responsibility to the rank above them—they do not take any responsibility upon themselves. The fault begins almost at once with the young officer who goes into the depot. He is never taught, as it were, a sense of responsibility. He is treated almost as a child during the time he is at the depot. He would not be allowed to respect the last-joined squad of recruits, though he is going to be sent out a week afterwards to take charge of a district. From the beginning they ought to impress a sense of responsibility on the superior officers of the force.

12305. Do you think if that sense of responsibility were impressed on them it would lead to their being able to maintain discipline without attributing each

weight to the small violations of it you alluded to?—I think it would, because the class of men who join as sub-inspectors through open competition is the same class of men that join the army, and if a sense of responsibility is impressed on them in the same way as on a young officer in the army, I cannot see why he should not be in the same position for maintaining discipline as an officer in the army.

12306 (1). Whatever the merits of the system may be, discipline is maintained rather more strictly with reference to the small violations in the constabulary than in the army?—Most decidedly.

12307 (2). What is the extent of your experience in the Irish Constabulary?—I was in the Irish Constabulary from 1873 to the beginning of 1878.

12308 (3). Mr. Norton.—That was your experience of the discipline of the Royal Irish Constabulary?—Yes.

12309 (4). Mr. Norton.—When you were in the force were you of opinion that the allowances to head constables and other constables when absent from their stations at night were adequate?—No, they were very inadequate.

12310 (5). You remember in the case of a head constable 3s. 6d., and other constables 2s. 6d.?—Yes.

12311 (6). Even in those comparatively quiet times they were inadequate?—Yes. I am of opinion that those allowances for absence at night, or on duty for ten hours, should be calculated on a scale to allow a small margin of profit to the men, who, especially married men, are absolutely out of pocket that way. It is not a case of paying the difference, it is clearly money out of pocket, and no man would wish to be sent on arduous duty away from his station. He would prefer staying at his station, so that it would be better to calculate the allowance on a scale to enable him to make something. Under the old scale a man was out of pocket when ordered away, and when that was continued to troublesome times, when men were constantly away from their stations, it became a case of firing the men for the extra duty they were doing. Perhaps "firing" is not the right expression, at any rate to give the men less pay when they had the heaviest duties.

12312 (7). Are you aware that the allowances recently sanctioned are 4s. to head constables and 3s. 6d. to other constables, with the temporary addition of 1s. to each rank?—I consider if the temporary were made permanent, the allowance would be fair, that is, 5s. in the case of head constables, and 4s. 6d. to other constables. But I would be disposed myself to give the head constable a little more, from my experience of the difference in cost they would incur when away from their stations.

12313 (8). Do you think the 4s. 6d. too much?—They would scarcely spend it, but I think it would be probable they should have it. Frequently they are sent to towns that happen to be crowded, and they must pay more than ordinarily for lodgings.

12314 (9). But you are clearly of opinion that this temporary addition should be made permanent?—Yes. What would strike me as a fair allowance would be 4s. 6d. to constables, and 5s. to head constables.

12315 (10). I presume, in ordinary times, the occasions for this allowance would not often occur?—Very rarely. The only cases in ordinary times would be when men go on duty to unions or seasons, or elections, or the anniversaries in the north.

12316 (11). Do you remember the rates of pay in the rank of sub-constable, and the periods at which the increments were given?—I do, by the week.

12317 (12). Are you aware of the nature of the demands which the men are making on the subject of pay?—I can hardly say I am, for I have heard such very different accounts of it from different men.

12318 (13). Do you think 20s. a-week, with accommodation in barracks, sufficient pay to give a sub-constable man joining his station after he has left the depot?—I think so. Perhaps I should say that, in my opinion, it would be an advantage if you could add a certain amount to the pay, and stop it again for lodging, the same as we do in the English force. Instead of giving him a

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certain rate at six months' service, you might increase it slightly and make a deduction of that increase for lodgings; then, at six months' service, when you give him 26s., that you should give him 11s., and charge him 1s. for lodging in barracks. That would give a small addition to the married men without the objectionable course of giving a lodging allowance to all married men on getting married, and it would also increase their pensions; and if they are to be put on the same pension scale with the English force, it would be only fair to give them their pay in the same manner.

12296. After what period of service would you say the first increment should be given—you are now in it at present after four years?—I would say after two years. I consider a constable has attained his full value as a constable after seven years' service.

12297. *Chairman.*—Do you mean an Irish sub-constable?—Yes. A sub-constable has attained his full value as a sub-constable at seven years' service. If he is not thoroughly efficient at seven years' service, he will never be. I would be in favour of increasing the pay rapidly, giving them increments at short periods up to seven years' service, and after that I would only give increments at long periods for length of service, so as to give some title to a man who, though he might be a good and efficient sub-constable, was not intelligent enough for promotion to the higher ranks.

12298. What would be the amount of the increment you would suggest after two years' service?—1s. a week, as now at four years.

12299. After what period would you give the second increment?—After four years, and at the same amount;

and I would give the third increment of 1s. after seven years. The suggestion I should make would be that they receive those increments after two years, four years, and seven years, but that the increments at fourteen years and twenty years should still be given; which would give a man at the end of twenty years of service 1s. or 2s. more than he has at present. Of course, in saying that, I am simply stating my opinion of what I consider fair from what I know of the country a few years ago; but I cannot at all say how far it would meet the wishes of the men. I think increments of 1s. for the first two or three increments have been found a satisfactory mode of increase. The increments in the Liverpool force are at the rate of 1s. a week, and possibly would meet the case of the Irish Constabulary at the shorter periods I have stated.

12300. Be kind enough to explain, if there is an opportunity for criticism, is point of education, intelligence, and general character, the Irish policeman and the Liverpool policeman?—I think that perhaps the average Irish sub-constable is better educated than the average constable on joining in England.

12301. Does he appear to come from a better class—is he a more respectable man?—I should say they come from the same class. It has always been a difficulty to me how to account for the difference in education, because education in Ireland is not generally supposed to be ahead of education in England, and yet, drawing men from the same classes of society, I certainly find the average recruit is not so well educated as the average Irish recruit.

Constable PATRICK CARRY, examined.

Constable
P. Carry.
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12302. *Chairman.*—How long have you been stationed in Galway city?—Almost three years.

12303. Where were you stationed before that time?—In the counties of Meath, Carlow, and Kilkenny.

12304. How long have you been in the force?—Nearly twelve years.

12305. You come under the 1865 rule?—I do.

12306. Take the matters in the order in which you think they are of importance, and bring them before me. What is the first subject you wish to speak of?—The first is an equalization of pensions with those who joined before 1866.

12307. About how many men in the district you represent have joined since 1865?—It would be mere conjecture to say. In the barracks where I am, out of twelve men there are only three that would be entitled to the old scale of pension; and taking that as an average for the other stations, I would say there are three-fourths.

12308. Tell me the grounds on which this equalization of pensions is sought?—On the ground that after a lengthened service of thirty years we will not be able to subsist on a pension of three-fifths of our pay, while being incapacitated for other employment.

12309. How old were you when you joined?—20.

12310. Suppose you get on at 50, would you be incapacitated?—Not quite; but I know, as a matter of fact, men who have got out on small pensions, and who have been compelled to turn to their manual work. In point of fact, I know one man who has to break stones on the side of the road, and I have given him a smoke of tobacco passing by. That is very hard on him after his service.

12311. Does his pension amount to 30s. a-year?—I could not tell, it must be very small.

12312. Suppose you retired as a constable at thirty years' service, your pay then would be 72s. 16s., and your pension would be about 43s. 13s. 6d.?—Yes.

12313. Suppose you were able to add 10l. a-year to that by some light occupation, it would bring it up to 53s. 13s. 6d.?—It would.

12314. Are you aware that there is no force in the three Kingdoms, except the older members of your force, and of the Dublin metropolitan force, that have pension equal to pay?—I am not aware of a certainty; but I heard it was the fact. I have a note here where there is a Bill as present before Parliament to grant full pay on pension to the London metropolitan police.

12315. That is not so. The Bill before Parliament, so far from giving a pension equal to pay, gives thirty-three-fifths or two-thirds at twenty-eight years' service as the maximum; and that I understand is an improvement on the general rate of pension now existing in England?—But you can scarcely compare our force to the English. Suppose I get married and have a family of four or five, I have to endeavour to support them as best I can upon my pay. My wife cannot support herself. Suppose she is a milliner, or in any way capable of adding to my salary, the rules of the force will not permit her to so employ her time. If she did I would be punished. In England that is not the case. Men are appointed to certain towns or counties, and on getting married their wives can turn to any particular trade they wish.

12316. Not to any particular trade, but to dress-making?—Well, that is as remunerative as any other. A man can stay with his wife in his lodgings and earn more than he could possibly do in the force.

12317. But are you aware that if a man marries in a town in an English county he will be sent to another, and a remote part of the county?—If he is he will be allowed to remain where he is sent to.

12318. Mr. Harrel.—He has no certain tenure?—At least, he has not the chance of being sent all over England as we are in Ireland.

12319. Quite true; but when a police constable

married in a place, he is not allowed to settle down there with his connections all round him. It is the very contrary—he is transferred to a different part of the same county?—It is the same county still; but in Ireland he is sent to another county altogether, perhaps to the opposite end of Ireland, and there he is without friends to assist him. If a man's friends were in an adjoining county his wife might get help in the way of vegetables, butter, and eggs, and several things that cost him a great deal of money. But when he is sent to another part of Ireland he has not got that chance.

12320. *Chairman*.—But on the other hand, do you not think that having regard to the fact that nowhere else has full pay been allowed as pension, some middle course might be arrived at which would really meet the necessities of the force without giving full pay as pension?—I do not think you could with the pay we have at present. Another thing I may remark is, but I need hardly tell you that the English police will take bibles; I might not put it in the way of bribes, but they will take money. Suppose I show a gentleman such a street, he gives a policeman whatever it may be; and I have known policemen stationed in London to say they were able to quadruple their pay in certain localities, the House of Commons for instance, by their perquisites.

12321. I suppose you are aware that in the first place, it is against the rules?—There are no rules that will catch it. It depends on our honour, and it stands the best pretty well.

12322. The Irish Constabulary do not take gratuities?—I have never known a case in my experience.

12323. In London the number of fortunate men who are in localities like the House of Commons is small compared with the entire number of the force?—They have to call up tradesmen, and men at certain hours in the night, like watchmen, for which they always get an allowance.

12324. Do you know what the extent of that allowance is?—No.

12325. *Mr. Harrel*.—Colonel Cobbe, who is inspector of the midland district in England, gave us important evidence with regard to that. It is only in large cities such a practice applies. His evidence was that the chief constable of Manchester appointed a certain number of men of long service who had not been able to get promotion, for the purpose of enabling them to add slightly to their income, by calling the labouring classes in the morning. Their doing this is perfectly recognised, and the evidence of Colonel Cobbe was that they get £4 per week per man per house, and that in the case of a certain limited number of constables, this added something like from 7s. 6d. to 10s. a-month to their pay.

12326. *Mr. Holmes*.—We examined Captain Nottingham, head of the Liverpool force, to-day, and he told us the same?—That is as far as within his knowledge. You must take it that he does not know everything. A man on one of these beats is not going to tell Colonel Cobbe or Captain Bower "I made 11 to-day," or "I made 10s. yesterday." He will make the poorest month he can. Although Colonel Cobbe may conscientiously believe that to be the fact, I have been told by some of the London police, and by one man especially, that he was able to quadruple his pay by his chances outside.

12327. Upon this question of pension, do you think that the men who joined the force since 1866 feel dissatisfied with the scale of pension under the Act of 1866 not so much because they think it inadequate, as because they compare themselves with the men in a better position who joined before 1866, and that, in point of fact, the discontent is a question of comparison?—I do not believe that. The men, I believe, would be dissatisfied under any circumstances, even if the men before 1866 were getting the same pension as those who joined since. I may say further. Since I joined the force con-

stable have been going out at 7½ a-year pension, and are able to support themselves and live comfortably, if they are incapacitated from adding to that in any other way. Young men seeing them living under fairly comfortable circumstances say, "I will join the force, and when I get out I will have something comfortable to live on in like manner." When I joined I did not know what amount of pension I would receive.

12327. *Chairman*.—Did you, when joining the force, make any inquiry as to pension?—Until after a couple of years I had not the slightest idea, but I would be getting the same pension as the others; and this I am sure of, that if I thought I would be only getting three-fifths of the pay I would never have joined the force. I always thought of joining the force, and that I would be able to live comfortably in it, and retire as my father did who was in the force before me. He happened fortunately to fall in for a farm in the bad times, and hearing him talking of the police made me anxious to join.

12328. *Mr. Holmes*.—Supposing you had joined the force before 1866, and had retired before that date, after twenty years' service as a sub-constable, and after having served the requisite time, you would have drawn your full pay as pension, that pension would have been 42l. 18s. a-year?—Yes, but since that time things have wonderfully changed. I pay very nearly treble now for myself and my keep to what I did when I joined the force twelve years ago.

12329. To carry on the argument, supposing you retired now on two-thirds of the maximum pay of a sub-constable, which is 62l. 8s., you would be getting practically the same amount as a sub-constable before 1866 would have got, if he had retired upon his full pay?—The pensions then were gauged upon the price of provisions at that time. Now we have a different period altogether.

12330. Do not say the pension was gauged on the high price of provisions, but the pay was?—The pay was, and carried the pension with it. I would not be satisfied if I drew as much pension as the men who joined before 1866. I need not tell you that things have got wonderfully dear in comparison to what they were before, and the amount of labour before now was only child's play. In fact it was a sort of gentleman's life heretofore. Now it is hard work, and requires a sound constitution. On that point, scarcely one in the force can give you better evidence as to the last three years than I can. I have been in the West Riding of Galway, where the most severe duty imaginable was imposed upon me, and where men died of sickness brought on by excessively hard work and short allowance. I am the county inspector's clerk, and have been during the past three years. I was two years previously assistant clerk. Before that I never got a wet coat on my back on duty in my seven years' service.

12331. *Mr. Harrel*.—Where were you stationed?—In the City of Kilkenny first, and then in Carlow.

12332. *Mr. Holmes*.—When you first joined the force your duties were light?—They were child's play merely, in a way to keep you fairly occupied.

12333. Do you think, when peace and quietness are restored, the same state of things may be expected to return, and a policeman's life in the country will be on the whole a quiet life?—If things get quiet again I cannot see why it would not go back to what it was then.

12334. All you have said are arguments in favour of increasing the pay, and not of making pension equal to full pay on leaving the service. You are aware that, except in the case of the men who joined before 1866, as the Chairman told you, no other police force—as far as that goes, no other class of civil servant—gets full pay as pension on retiring, but that the pension always bears a certain proportion to pay?—The young men who joined since 1866 know nothing of other branches of the Civil

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Service. They merely see men going out at 62l. a-year, and they are well satisfied, saying to themselves, "I will get out upon that; I will not go to America or turn to other things."

12335. Instead of becoming a police constable, suppose you had become a carpenter, I believe the average wages of a carpenter come to about 1l. 10s. a-week?—I know them to be drawing 1l. 16s.

12336. Say 1l. 16s. or 2l., if you like, supposing that man marries, has a large family, and when he becomes 60 years of age he is unable to work, are you aware he has no chance of a pension?—He has had a chance of becoming a smart fellow if he has brains. He may take contracts and become a man of wealth, and that is altogether out of the power of the police.

12337. Few men have those chances, or can avail themselves of them if they arise?—Any man who minds himself as he must in the police.

12337*. Do you mean to say it is open to a carpenter to make a large fortune by contracts?—If he is well educated.

12337†. Is it not a fact that the vast majority of artisans must remain artisans all their life, and struggle on as best they can?—That is because they do not conduct themselves properly, but if they conducted themselves as police must they would.

12338. Do you mean to say that every artisan who conducts himself properly, as you say, will become a rich man?—Every artisan will not.

12339. Chairmen.—Are you from Limerick or Clare?—I am a Clare man.

12340. Have you anything else to say on the subject?—Only that what I have said I would wish to repeat, that the pension as it stands now is entirely inadequate, and anything short of full pay as pension would not meet the want of the times. I would strongly ask pension on the amount of pay I have struck here as the scale.

12341. Mr. Harrel.—You intend to suggest a scale of pay higher than that now received?—Yes.

12342. You would not ask the full pension upon that?—Yes.

12343. Mr. Holmes.—Supposing it turned out upon investigation that the present rates of pay of the constabulary force were not worse than the average rates in English police forces, and supposing you were aware that the most a policeman could get in England would be two-thirds of his pay, I ask you now as a reasonable man, do you think that Parliament would for a second listen to any suggestion that there should be a better scale of pension for the police force in Ireland than in England and Scotland?—I would; I would say that we are better men, better characters, and altogether a different class of men from the English police. I will tell you why I come to that conclusion. I have seen several queries come to the office to know how long we have known men who left this country and went to England to work as farm labourers, and then took a notion to join the English police. They get two or three, and sometimes it requires half-a-dozen, to sign their paper. When we make inquiries here we find out what sort of fellows they are, and we would not think of letting them into the police here. The class of men we have would not join if those sort of fellows were admitted.

12344. Mr. Harrel.—Did you ever know what the result was when those inquiries were returned?—No, Sir; but they could not have been all expelled, as nearly all seemed to be of the one class.

12345. Chairmen.—I suppose they would not think of seeking admission to the Irish constabulary?—They would not; and the men in the force now would not join if they were permitted to join. I honestly say that.

12346. What is the rate of pay that you suggest?—The sub-constables say 1s. a-day of an increase. I would certainly say that an acting constable ought to have at least 3s. a-week more than any sub-constable; that would be 1l. 14s. A constable

should have 6s. a-week more than an acting constable; that 5s. 12. 18s. I would suggest that there should be two grades of constable.

12347. Mr. Harrel.—At the termination of what time would he become first grade?—After six years, and the second or senior constable ought to have 2l. 2s. a-week; that is, 4s. more.

12348. Did they consider what that was by the year?—They did. They said that was at least what a man would be entitled to. They say in comparison with other forces, a head constable is altogether underpaid.

12349. What do they suggest?—2l. 10s. a-week, and 2l. 14s. on appointment as first-class head constable. They consider that a moderate claim.

12350. In fixing those rates of pay, you have not compared yourselves with the English, or any other police force?—We have compared ourselves to some extent, and left ourselves in the back ground in that way.

12351. Mr. Holmes.—Did you compare your proposed rates of pay with the pay that is now given to the police force in Liverpool?—Yes.

12352. Do you know anything about the police in Liverpool?—The only difficulty I have is in comparing the ranks. They are not the same.

12353. Mr. Harrel.—Take the highest grade in the rank equivalent to sub-constable, what is the pay in Liverpool?—1l. 11s. 6d.

12354. It is 1l. 9s. net a-week; and do you know he is not lodged in barracks?—I do not; but he can be married and have his family out of it.

12355. Have you been informed that 80 or 85 per cent. of the police in Liverpool are married?—No. In fact, I know very little about them beyond their pay.

12356. You would not be then aware of the fact, as has been detailed to us here, not as a matter of hearsay, but as a matter of evidence, that those men pay from 5s. 6d. to 7s. 6d. a-week for the accommodation they receive for their families?—I am not.

12357. Mr. Holmes.—Take even the minimum rent for lodgings, and he has 1l. 3s. 6d. a-week to live upon?—Yes.

12358. Mr. Harrel.—Absolutely what he gets is 1l. 9s. 10d. The 10d. is deducted for a superannuation fund, and he never receives that?—It is like our cottage.

12359. The one is 1½ per cent., and the other 3 per cent. But take the minimum lodging allowance of a Liverpool policeman, and you have 1l. 3s. 6d. to live upon?—The rent of his lodgings is about what we have to pay ourselves in towns.

12360. 5s. 6d. a-week?—Yes.

12361. Chairmen.—An unmarried constable in town is provided with barrack accommodation?—But do you not say 85 per cent. are married?

12362. Mr. Harrel.—But those who are unmarried are not provided, except a very small proportion of recruits in a scotch-house, and the balance of the single men are also obliged to lodge out, and they pay 4s. 6d. a-week for their lodging?—That shows the bulk of them are married. As a matter of fact, the other 15 per cent. is a very small percentage. That would only represent the recruits going through their training. It is a privilege to be allowed to sleep out, and for your wife to occupy her time to add to your income. If you allowed every sub-constable in the force to get married, and send him to a certain town as they do in England, and do not chase him about, that man will make do with his pay; I could point out several cases where he could do so, if only allowed.

12363. Chairmen.—Through his wife's work?—Yes.

12364. Mr. Harrel.—Do you know that the wives of Liverpool policemen are not allowed to engage in any occupation which would bring them, in the opinion of the chief constable of the town, into contact with the public by opening a shop. They may, if milliners or dressmakers, exercise their calling,

but not put up a sign board?—I have heard it. They can conceivably turn themselves to a more remunerative employment than dressmaking.

12365. You do not take it that every man's wife is a dressmaker?—The police happen to fall in with an unusual number of them.

12366. Mr. Holmes.—You are asking that the maximum pay of a sub-constable should be £1. 11s. and you tell me the corresponding pay in Liverpool is £1. 9s., from which must be deducted, in the case of married men, 5s. 6d., and of single men, 3s. 6d. Take the case of a single man with you. If he had £1. 11s., he would be lodged rent free in barracks, whereas a single man in Liverpool would have only £1. 9s. a-week pay, from which would be deducted 3s. 6d. a-week for his lodgings. You want to have 6s. 6d. more than the man in Liverpool?—I have it here, that there is a merit class getting £1. 11s.

12367. How many men are there in the merit class?—I would take it that there are in it the men of twenty years' service.

12368. Would you be surprised to hear there are only eight?—I would scarcely be surprised at it.

12369. Mr. Horrel.—Why quote it as one of the grades of pay?—A very small percentage would be of twenty years' service.

12370. You may dismiss the merit class in Liverpool, as the number of men in it is very small. Are you aware that a very large number of men who join the Liverpool force must be content to remain constables all their lives; they can never hope to rise?—That shows you they are of a different class from us.

12371. That is not the reason they cannot rise, but as there are not sufficient vacancies in the higher ranks. No matter how well conducted or efficient man may be, a great number of those who join the Liverpool force must, from the hardness of vacancies in the higher ranks, be content to remain constables all their lives. So that for the purpose of comparing sub-constables with the Liverpool force, you must take the class of constable there as equal to the sub-constable here, and the weekly pay of £1. 9s. as representing the maximum rate of pay, which most men can possibly attain to in the Liverpool police force?—I quite understand you; but in the Liverpool police force, according to the list I have here, there are 1,141 men, and there are a number of them holding rank.

12372. There are only 94 inspectors and superintendents to 1,140 men, giving an average of one promotion to every twelve men. The average promotion in the Royal Irish Constabulary is one to four. So that you will see the disparity as regards the probabilities of promotion?—I see that.

12373. While you have a chance of obtaining a higher rank one to every four, they have a chance of only one to every twelve?—The police in England do not foster their minds to the force as we do at all. They may join for a few years till something else turns up. It is not so with us. Once you are a policeman you are a policeman for ever.

12374. The chief constable who was examined here to-day says that his cure is to select his candidates from a class who will probably remain in the force?—Yes.

12375. Mr. Holmes.—I presume you consider that in fixing a policeman's pay due regard should be had to the nature of his duties, their severity, and so forth?—I could scarcely give you a direct answer to that; because in Connemara and throughout the west of Ireland men will have to work ever so hard—work that men in Antrim have no idea of; but if some of those men were changed to Antrim, it would not be fair to give them a different scale.

12376. Do you not think that where the duties of a policeman are severe, the rates of pay should be higher than where they are very light?—If you could so manage it.

12377. Do you proceed to say that the duties of

the constabulary in ordinary quiet times are severer than the duties of a policeman in a great city like Liverpool, a seaport town where people from all parts of the world are, where there are a great number of roughs and rowdies, and policemen are knocked about very severely?—I would not say they were severely.

12378. I am asking you as to ordinary quiet times?—In ordinary quiet times, such as I know before the late disturbed times came, I would not say they were hard; I do not believe they were.

12379. Chairman.—Will you be kind enough to state, one by one, the grounds on which you seek this increase of pay. One is the amount of work?—Yes.

12380. What amount of beat duty has each man in Galway?—I was making a calculation, and they have, on an average, eleven hours a-day.

12381. Amount of duty?—Beat and patrol.

12382. How many men are there in the city of Galway?—Sixty-five.

12383. How many reliefs of beat duty are there in the day?—There are different stations; and the duty may be hard in one station and easy in another, according to the number of men.

12384. What is the name of your station?—The Claddagh.

12385. Is that outside the town?—No, in the town.

12386. Mr. Horrel.—Is there any regular beat duty at all in Galway?—There is.

12387. Is there continuous beat duty at night?—Yes, day and night.

12388. Is not it patrols you have at night?—Yes, but continuous.

12389. Does one individual go on a special beat comprising several streets during the day?—Yes.

12390. How many such men are on beat duty in Galway?—Six.

12391. That is from morning until evening?—Yes.

12392. They are succeeded by patrols during the night?—Yes.

12393. Does the district to which the sixty-five men belong include any rural district, or is it the town only?—It does; some rural.

12394. What is the extent of the rural district?—The district I am in extends 4 miles out, if not 5.

12395. That is done by the Claddagh station?—The rural part of it must be done.

12396. It is in the city of Galway?—Yes.

12397. Is there another rural district in another part of the town?—There is. Ours is a rural and town district. They manage the rural part by patrols, and the town part by beats; and there are six beats in the town.

12398. You could not occupy sixty-five men upon six beats every day?—There are in Galway a head constable, a clerk, and three assistant storekeepers, three mounted orderlies, and a clerk to the sub-inspector. There are four stations in the town, with four barrack orderlies; and there are, probably, four sick. I can tell you, as a matter of fact, they do about seven or eight hours' beat duty.

12399. Chairman.—Do you include in that patrol duty?—No.

12400. How many beats are sent out during the day?—Six.

12401. Six in different directions?—Through the town.

12402. How often are they relieved?—A man goes out at 9, and is relieved at 3, and that man is relieved again at 7, when there is another on till 9.

12403. There is one relief from 9 to 3, another 3 to 7, and another 7 to 9. There is one man on each of those beats, that is to say, six men are sent out in the morning, and the first six go out again from 7 to 9 in the evening. Thus every day twelve men are employed on what is called beat duty

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Suppose there are forty-five men there, that would give best duty to one man, on an average, every four days?—No matter how you calculate it now, I must be taken short on the question, because I know, as a matter of fact, every man is on best duty every day.

12404. Are the beats doubled now?—They are not.

12405. Is there any day done in the country by those men?—There is day patrol.

12406. Now describe the night duty you have to do in Galway?—Three go out from one station, and two from each of the other three.

12407. Nine men go out on patrol duty?—Yes.

12408. Are they relieved during the night?—They stay on then until 12 o'clock or 1 o'clock.

12409. And then are they relieved by others?—Yes. They are relieved by others during the night. They are not all relieved, but the patrol stations at 12 or 1 o'clock.

12410. How many men are then sent out?—Two or three from one station, and two from the others.

12411. Do they take the place of the nine men who were out, or do some of the nine remain?—The nine go back. There are two or three men on patrol during the night.

12412. Pass to another reason for an increase of pay?—I have not explained myself sufficiently about the work. I took the duty of one man for a month, and it amounted to eleven hours daily.

12413. Go to the next reason?—Here is the list of expenditure for a single constable.

[Hands document to the Chairman.]

12414. You put down the amount of mess for one day at 2s. 8d. Does that include the necessaries for breakfast?—Yes; it includes everything, as far as food is concerned.

12415. That would be 4s. 1s. 3d. a-month. Then you have 15s. 6d. a-month as the expenditure for clothing and other necessities, including boots, shirts, plain clothes, drawers, and mess money, being 4s. 19s. 6d. for one month, and making a total of 58s. 1s. for one year. The present pay of a sub-constable is 52s. 7d.—Is it.

12416. As a matter of fact, we know that sub-constables manage to live on that?—They must.

12417. And in quiet times, before the expenditure that lately fell on them, a good many of them managed to save on it?—I declare I do not know. I never could save out of the small pay I had.

12418. Are you aware that at the Committee of Inquiry held here in the early part of the year, evidence was given that many sub-constables did save?—If they did they must have devised themselves the necessities of life. There is nothing in that list that a man does not absolutely want.

12419. If this be the real expenditure of a sub-constable, it must follow that he is in debt 6s. at the end of the year?—I have shown you what necessities he would require.

12420. Mr. Hobson.—This is a fancy estimate?—This is not taken from the mess book. If you look at it, you will see the items.

[Hands document to the Chairman.]

12421. Chairman.—The expenditure on the necessaries for a married sub-constable with a wife and three children would be: breakfast, 1s. 2d.; dinner, 2s. 2d.; potatoes, 6d.; supper of bread, butter, tea, and milk, 1s. Then house rent for one month, 15s.; fuel and light for one month, 7s.; boots, &c., 7s. 6d.; and clothing for the family, 10s. That added makes 8s. 12s., or 100s. 6s. a-year?—Yes. Then there is an allowance wanted of 100s. a-year for married men not accommodated in barracks.

12422. Galway is not a very expensive town to

live in?—It is. You will find how hard it is for the officers to get accommodation.

12423. What is the amount?—I know sub-constables paying 14s. 10s., and others 11s.

12424. Pass to the next subject, please?—We would make the present rate of extra pay permanent.

12425. Mr. Hobson.—You have just handed in an estimate of the expenditure of a married constable with three children, and represented it as amounting to 103s. 4s. a-year. Do you know any bank clerks in Galway?—I do.

12426. Have you any knowledge of what their pay is?—I have.

12427. Can you tell me what it is?—I know most of them have to live on their friends.

12428. Are any of them married?—I think not.

12429. Do you know what the curate, either Catholic or Protestant, gets?—No.

12430. Do you know how much a-year was considered a very good salary for a curate of the Protestant Church before the disestablishment, and what it is now?—I could not say.

12431. I wonder how those men manage to live on their pay, if a constable cannot live under 103s. 4s. 2d.—That is our claim as near as we can go.

12432. Chairman.—Go on, please?—I ask that the present rate of extra pay be made permanent, and 1s. 4s. extra while a man is engaged on prosecution duty.

12433. What is the ground of that?—Because he has to attend to witnesses, and follow them here and there through public-houses. If you are engaged in a prosecution you will have something to do with the witnesses, watching them, or perhaps some of them under protection, and you must not let friends interfere with them.

12434. I want to know how the discharge of those duties increased your expense?—First and foremost, you must go live with those people where they wish that where you yourself wish, and consequently you will have to go into public-houses where they go, and no matter how you try to save you will spend money.

12435. Pass to the next matter?—Unfavourable records should not lessen a man's pension at all.

12436. Have you anything to say with regard to the effect of unfavourable records on promotion?—I would certainly say they should affect a man's promotion.

12437. To what extent would you have unfavourable records affect promotion?—The men feel themselves that they scarcely get fair play, and that promotion ought to be by seniority, provided a man attains to a certain standard at the examination for the rank to which he aspires, so many marks, as in the case of the select list being added or deducted, according as he had records favourable or unfavourable.

12438. But would you allow those marks to be taken for unfavourable records if the unfavourable records were, say five or six years' old?—I would leave a man three years after an unfavourable record, and then the same number of marks should be deducted, irrespectively of the length of time it was back.

12439. Mr. Harrel.—That is to say, you would reduce the system of promotion to the giving of marks for certain service, and take off a certain number of marks for the unfavourable records, no matter what distance of time it would be after the records?—At three years.

12440. Chairman.—I understood you to say that after the three years you would take a certain number for the record?—After three years you would take or add, as the case may be. Unfavourable records should not militate against a man's pension. It was argued at another Committee of Inquiry that there would be no distinction then between a man who had never got a record against him and a man who had certain records against him. If a distinction

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for exceptionally good conduct should be made, a bonus of some description ought to be given to most of it. Then such favourable record should have a certain value attached, and an unfavourable record should not deduct from it, because at present it is quite possible that one unfavourable record may spoil a lot of favourable records. I would also say that unfavourable records should not be continued for ever.

12441. At what period would you wipe them out?—I would say what is called a half record—that is a fine by a county inspector—should be wiped out at three years, and a whole one at five years' service.

12442. What is the next subject?—The next is that fuel and light for all stations ought to be 1*l.* a-month.

12443. Winter and summer?—Yes.

12444. Do you say that with this view that you should get it not only for the guard-room, but for cooking purposes?—No, only for the guard-room.

12445. What do you burn?—Coal or turf, whichever is cheapest.

12446. Mr. Harrel.—How many guard-rooms have you in most of the barracks in Galway?—Only one, but you have to keep a fire always.

12447. Do you burn 1*l.* worth of fuel in the month?—We do.

12448. For the ordinary guard-room fire?—Yes.

12449. What is the price of coal in Galway?—I could not say; about 1*8s.* a-ton. I have nothing to do with it.

12450. You do not know whether there is a distinct account kept for the day-room?—I am sure there is not.

12451. This is only an estimate?—That is in country stations, and 1*l.* 10*s.* in head-quarters; and where the strength of the station is over ten men, it should be 2*l.* in a head-quarters' station.

12452. What is that for?—For the extra number of men there, and the extra quantity of fuel that must necessarily be consumed.

12453. Chalmers.—What is the next matter?—The allowance for making up clothing is inadequate. We get 7*s.* 6*d.*, and a suit costs 1*1*s.**

12454. Pass to the next matter?—That a constable in charge of a station should have more pay than a junior who is not in charge. The senior who is responsible for the discipline and the working of it should get an allowance of 4*l.* extra for his responsibility over and above a constable who has no responsibility.

12455. Mr. Harrel.—In point of fact, inasmuch as the majority of stations have only one constable, you would give the majority of the constables 4*l.* a-year?—Yes, the bulk of them.

12456. On what principle does he incur less?—Not less, but you pay a man for extra exertion.

12457. But do you not give him rank with the view of taking extra labour?—Yes, but you pay another man as well who has not the same responsibility.

12458. That is not so much the labour as the comparison?—It would be between a constable in charge of a station and a constable who is not in charge.

12459. Go to the next point?—They asked me to speak about boot money at the rate of 3*l.* per annum. They do not wish to press it very hard, but it costs that, or very near it. I am sure the men pay that for their boots, roughing it.

12460. Do you know what they get in English forces where boot money is allowed, in Liverpool for instance?—Two guineas, I believe.

12461. 6*d.* a-week, Sir, a-year?—If you are to pay for boots at all it will cost what I say.

12462. Pass to the next point?—I would make the stationary allowance permanent at 2*s.* 6*d.* a-month.

12463. Go to the next, please?—A man's pay

ought not to be stopped after he is three months ill, because men are oftentimes, in consequence, unable to cure themselves.

12464. In point of fact, the stoppage begins either when a man is very bad, or when recovering, and he wants nourishment?—The very time.

12465. What is the next matter, please?—The next relates principally to discipline. A man should not be accountable for his junior for the offence of drunkenness.

12466. Unless he has been actually guilty of neglect or wilfully overlooking the conduct of the junior?—Unless he has connived at it. When two men come into town from a country station, after parading at the town station, the senior should be relieved of responsibility until they meet again to return.

12467. What is the next point?—I would say that three-fourths of the promotions to the rank of officer should be made from the ranks, and that the remaining one-fourth should include officers' sons, provided the man passed in the test for the rank to which he aspired. If his officers had an objection, it should be laid on writing before the Examining Committee.

12468. What Committee do you propose should examine?—I did not go into that, but that there should be some Committee.

12469. Have you anything else to say on the subject of promotion?—I know a good many have gone against the present select list, but I would say that the select list should stand, and for more than one reason. I have already proposed that a number of officers should be promoted from the ranks, and if that were done it would be well to start the best educated men to the front as soon as ever you could. There is no other means of doing that, except by the select list. Another argument in favour of it is that it is working well at present.

12470. The constables and men of Galway are in favour of the select list?—They are.

12471. Pass to the next subject?—They say that the officers should be sworn on Courts of Inquiry.

12472. Is there anything else with regard to Courts of Inquiry?—I was not desired to say anything else.

12473. Is there any other matter?—Constables should be allowed to grant ten hours' leave of absence in plain clothes, terminating before midnight.

12474. Have you considered that the officer should sit up, and could not tell off the men for duty until he came home?—No. Let the man be seen by the barrack orderly.

12475. Would you consider it a proper thing that perhaps a younger sub-constable as barrack orderly should parade a man when he returned in plain clothes?—Let the constable get up and parade him. I would say that that leave should only be granted once a-month. It often comes hard on a man, and there is not time in an emergency to go to an officer.

12476. What is the next matter?—They say that constables at head-quarters' stations should be made keep the records in turn. The rule is that the senior keeps the records.

12477. Which of them would you give the 4*l.* to that you suggested should be given?—That clothes more or less with what I said before. Adopt either. If you make them keep the records in turn, wipe away the 4*l.* If you give the 4*l.* the constable is well paid for his trouble.

12478. Go to the next subject?—That a married man be allowed to go to progress with his wife and family, instead of being paraded and marched away, allowing his wife to regulate the children in difficulties.

12479. He must parade for Divine Service at the barrack?—He must, and the wife must do the best she can with three or four children, and youngsters run wild, which is very uneasy.

Constable
P. Garty.
16 Oct., 1882.

12479. Do the married men complain of that?—They do. It is very hard on the married women.

12480. Is there anything else?—The material of the frocks and trousers is very bad, especially of the frocks.

12481. The trousers used to be first rate?—The trousers would do fairly well by taking care of them; but we cannot manage with the frock, which is given in place of a tunic. We had two tunics one year and one the next. Now we have a tunic one year and a frock every second. It does very well for the first year. The tunic has twice the strength, and lasts twice as long.

12482. *Chairman*.—Is there anything else?—They would dispense with the helmets, and have the old French kepi we had sometimes ago, except for special parades and Divine Service.

12483. *Mr. Harrel*.—What would you have then?—The helmet or shako. You would have as many for one as the other.

12484. Is there anything else?—A head constable ought to have some description of undress uniform like a double-breasted monkey jacket.

12485. That is instead of a tunic?—Yes.

12486. The head constables were not served out with these frocks?—No. The tunics are not taken from them. They are allowed to make up the tunic without lining, and then it is only a shabby-looking ugly thing. They might get a nice respectable-looking short cutaway jacket, as you would see in cavalry regiments.

12487. What is the next matter?—That back charges should not be allowed to be made after a week. A man should certainly have his mind made up in that time. Some would confine it to a day, I would not say that; but surely in a week a man ought to have his mind made up.

12488. These who said a day did not think that a man might be on duty, or in some circumstances that might persuade him; but they think that under ordinary circumstances he should report next day?—It might perhaps be well if he did; but I would not allow back charges to go beyond a week. A head constable or constable may make a slip, and if he was afraid a man might bring back charges against him, he might let things pass that otherwise he would not.

12489. What is the next matter?—I have been asked by the clerks to say something on their behalf.

12490. What is the nature of your propositions?—That a clerk on appointment to a county inspector's office should get the temporary rank of head constable. We have a precedent for that in the storekeeper at the Commandant's office; and an assistant, when appointed to an office, should be made an acting constable.

12491. Is there any precedent for that?—As a rule they are far smaller fellows than the rest of the men, and they get a chance before the others.

12492. But is there any case in which it is done in the force?—They nearly all get to be acting constables a short time after their appointment. They have a great deal of responsibility.

12493. There are a great many young men among them?—There are, no doubt.

12494. It is in accordance with the ideas on promotion of those who sent you here that these very young men ought to be promoted?—This is the idea of the clerks, irrespectively of what I have said. The promotion of these acting constables

should not be counted on the strength of the county promotion.

12495. But be extra?—Yes.

12496. What is the next point?—That the store allowance be increased to 1s. a-day.

12497. That is supposed to cover the expenses incurred?—The expenses and labour.

12498. A man is paid for his time. Can you tell us what your expenses were for the last twelve months?—My allowance never covered the expenses; I could not give you paper receipts.

12499. *Chairman*.—Could you not form an idea? My actual expenses were probably 12s. a-month, and sometimes 15s.

12500. *Mr. Harrel*.—What did you spend that money on?—Keeping arms in repair. Guns will get rusty in spite of you. There is a whole store full of things to be refurnished and repaired.

12501. Do you mean you spend at the rate of 12s. a-month?—Not for that alone. There are other things. Clothing that gets damaged I must replace. I know, as a matter of fact, where stores were sent to the depot by a clerk in Mewth, he had to pay for every single particle of them, though the damage might have occurred before his time. I was the assistant clerk in the county at the time.

12502. Is there anything else on the subject?—Where there is a town and county store there should be an allowance and a-half given. In old times there was a double allowance. It is no small matter to keep stores separate where there are 700 or 800 men to be dealt with.

12503. *Mr. Holmes*.—Surely there are not 700 or 800 men in the County Galway?—There are 750. There were 288 when I went there first, and the number has been increased since.

12504. *Mr. Harrel*.—Pass to the next point?—That clerks be allowed to compete for head constableness after being two years in the office.

12505. That is to give them the same privilege as a constable in charge of a station?—Exactly; and that they be allowed to go in for the seniority list after six years.

12506. You propose to say six years as a constable, irrespectively of their actual service in the force?—Yes. I would allow them to go in plain clothes when not on duty. However, the ideas of every man are not alike.

12507. You mean the clerks?—Yes, the clerks alone.

12508. Is there any other suggestion?—They ask that men should be allowed to go where they like when off duty; but to have men going into public-houses and the like of that, I would not think it right. A clerk when employed over eight hours in the office ought to get some extra pay allotted to him.

12509. *Chairman*.—Is it extra pay by the hour?—In any way. As a matter of fact, after I went to Galway, for a year and a-half I never saw the daylight outside the office door, except to go to prayers; and on Christmas Day, 1879, and New Year's Day, 1880, I could not go to prayers through excessive work. I have often worked without going to bed at all. So much has this matter of the increased duties of clerks been felt, that it was the subject of a Minute some time ago by the Inspector-General, who requested that they might be relieved, and it appeared on that occasion that the usual office hours in Galway were from 9 A.M. to 11 P.M.

12510. Is there anything else?—There is nothing else.

Hond Constable BERNARD KIRK, recalled.

Hond
Constable
B. Kirk.

19 Oct., 1892.

12511. *Chairman*.—What is the subject you were on when we left off on the last day?—I said I was fully satisfied with the present marching allowance.

12512. What is the next point with which you wish to deal?—A lodging allowance for married men not accommodated in barracks.

12513. What do you put down as the rent paid by a married man who is not accommodated in barracks?—The average is from 12s. to 14s. a-month. I put it down in round numbers at 8s. a-year. That is exactly what they are paying in the station I am in at present.

12514. *Mr. Holmes*.—That is about 3s. 6d. a-week?—About that.

12515. You are aware that the present rule is that a man may marry at the end of seven years?—Yes.

12516. Suppose this were given, do you think it would have the effect of inducing men to marry earlier than now?—Some say it would; others, that it would not. I heard it discussed among the men themselves.

12517. What is your own opinion?—I could hardly give one.

12518. I deprecate you would agree with me, at any rate, that it is not very desirable to throw any inducement in the way of a man to marry immediately he has permission?—Most certainly.

12519. Suppose that this allowance was given, or some allowance was given, not at the end of seven years, but at the end of ten years, and, at the same time, that a man was allowed to marry at the end of seven years if he liked, do you not think it would meet the necessities of the case?—I believe it would, certainly; and I even heard that very thing you now stated discussed among the men themselves. I fully agree with what you say as to giving lodging allowance after a certain period, fearing it would induce men to marry before they otherwise would.

12520. Are you aware that a lodging allowance is not given to any police force in the kingdom?—I am; but I understand it is given to the military.

12521. We are dealing with the police now. Are you aware, speaking generally, that, with the exception of London, the police in England, both married and single, are not accommodated in barracks or section-houses, but find their own lodgings?—No.

12522. You may accept it as a fact from me. The police force of Liverpool numbers over 1,300 men. Of that force only about fifty are accommodated in a section house, to be at hand in case of any emergency. All the rest live through the town where they like, and have to provide their own lodgings. The maximum pay of a constable in Liverpool amounts to 12. 9s. a-week, and the majority of the force remain constables all their lives. The average cost of lodgings varies from 4s. 6d. to 7s. 6d. a-week for married men, and for single men from 3s. 6d. to 4s. 6d., which must be deducted from the pay I told you. Now, having mentioned that, are you still prepared to say a lodging allowance ought to be given to the Royal Irish Constabulary?—Certainly I am. My reason is this, that our men get married after seven years. In a little time he has a family rising up, and where a man continues in the unfortunate position you stated, that of constable, equivalent to sub-constable with us, he will not be able to keep himself respectable and pay for lodging. I know it of my own knowledge.

12523. We have examined the Chief Constable in Liverpool to-day. He says the married men have never made any complaint, and never asked

for an allowance, and it never enters their head to ask?—The same discipline is not carried on for the Liverpool police as for ours. We cannot embark in any industry.

12524. No more can they?—I do not know what they can do; but we cannot have the slightest industry.

12525. *Chairman*.—Do you wish to add anything else on the subject of allowances for married men?—In reference to married men accommodated in barracks, the rule is, that when a child reaches 14½ years of age, the parent must provide lodgings for her outside, at the very time he would like to look after her himself.

12526. *Mr. Harrel*.—What age would you say?—I would say 16 years of age; and, if over age, I would certainly give half the lodging allowance given to the man not accommodated in barracks to the man in barracks who would have to send his children to lodgings.

12527. *Chairman*.—Pass to the next matter?—The next allowance I would deal with is that given for making up clothing.

12528. At present the allowance for a constable is 7s. 6d. for a suit?—5s. 6d. for a tunic and 2s. for trousers, and there is a second pair of trousers provided.

12529. What do the constables propose should be added?—I know the men have been charged 15s. for making the three articles.

12530. *Mr. Harrel*.—We have been coming it by one tunic and one pair of trousers?—You may take it that they will be charged 3s. 6d. for the trousers.

12531. You would say it would be from 3s. 6d. to 4s. short for the tunic and trousers?—I would say that.

12532. Now about yourself. You get 10s. 6d. What does it cost you?—It costs me 18s.

12533. Then you are 7s. 6d. short?—Yes.

12534. You get 3s. for the trousers?—Yes; I pay 3s. 6d. For the last two or three years tailors have been more extortionate than before.

12535. Do you remember the old allowance when tunics were first introduced?—As long as I remember it was the same.

12536. Not 5s. 6d.?—I am in the force since long before the tunics were issued.

12537. *Mr. Holmes*.—Before the last three years, did you find the allowance sufficient?—No. For the last two or three years it was not at all sufficient, the tailors being extortionate. They would rather we would not go to them at all with our custom.

12538. *Chairman*.—Go to the next matter, please?—There was a matter strongly impressed on me about county inspectors' clerks. What I would suggest is this, that they hold at least the temporary rank and pay of second class head constables from the time of appointment. The assistant should be in some way remunerated for all that he does. I would also suggest that a sub-inspector's clerk, who has a very responsible position of trust in which he must keep his mind to himself, should have at least the temporary rank and pay of acting constable.

12539. *Mr. Holmes*.—But is he not sufficiently rewarded by the better chance of promotion he has by being office clerk?—I do not think it would be of the slightest benefit to him; because any officer, knowing he is such an intelligent man, must advance him.

12540. *Mr. Harrel*.—Some men appear to think that he is advanced at an earlier period of service, than he would otherwise be?—He is selected for

Head
Constable
H. King.

10 Oct. 1888.

his intelligence; and if he were not a sub-inspector's clerk at all, he might be taken notice of by the officer just so quickly.

12541. *Chairman*.—What is the next matter?—I would now take up discipline—that a senior should not be responsible for the misconduct of a junior when not a party to it.

12542. You have known cases where men have been held responsible?—Yes, and punished.

12543. What is the next matter?—The next is about the select list. This is a very strong point, and I wish to explain it.

12544. *Mr. Harrel*.—The Chairman is fully aware of the nature of the select list. But what do you suggest?—I would suggest to abolish it; and the reason I would give is this, that I believe it is taking away wonderfully from the efficiency of the force.

12545. *Chairman*.—In what way?—Men would rather sit down at the table and make up for this select list, than look after what they are paid for doing.

12546. *Mr. Harrel*.—That is, doing their duty as policemen?—Yes.

12547. You know some of the men who succeeded as select list men?—I do.

12548. Are they good policemen?—The very reverse. The only thing they care for is to advance themselves in a literary way, and then they have promotion. I would give promotion to the man who was intelligent and prominent in his calling.

12549. What is the next matter?—Where a head constable is in charge of a sub-inspector's district, discharging all the responsible duties, visiting out-rages, and making reports, he should be in some way remunerated.

12550. With what amount?—That is according to the time he would be employed.

12551. State the amount first?—I could not state the amount, if I could not say the time.

12552. *Chairman*.—If he were employed two or three days, what would you say?—By no means. I would give him nothing for a week, or except he was a month. I would give him some remuneration if he was a month, and I would leave that to the Committee; but I would like to impress on you the necessity for it.

12553. *Mr. Harrel*.—Others have not been so reticent as you are?—I do not want to say anything before the Committee. You might say I was extravagant. But I will give you a case in point: I have charge myself of a district for a month, and yesterday at 5 o'clock I had to go visit an outrage. I travelled 22 miles, and it was after 1 o'clock this morning when I was done making my report on it.

12554. Tell us how many reports you had to make?—The number was two, and then the office copy.

12555. Go to the next matter?—In large towns men would be more pleased if there was roll-call at 10 o'clock at night.

12556. Do you say that should be confined to large towns?—Yes; I would say in the country places it is very well as it is.

12557. Where would you draw the line?—At a population of 5,000.

12558. *Chairman*.—The roll-call is at 9 o'clock in winter?—Yes.

12559. What do policemen do after 9 o'clock?—The men I tell off for next day's duty can retire to bed.

12560. Do they retire to bed?—They do.

12561. Do they sit up to read?—They do not, unless they are men that are not on duty.

12562. Consequently they are tired?—They are; but in towns it would conduce to protection to have men out at 10 o'clock.

12563. What is the next subject?—There is one thing that has caused great discontent in the force, and that is the equalization of pensions.

12564. Tell us the point of view from which you look at it?—That we cannot provision from our small pay when retiring, and except we have something to support us in old age we are badly off indeed. We are unable to work, and we are not very popular with a great portion of the people who give us any little employment to assist our pension. I am speaking now not for myself, as you are aware, but on what I know is the great point on which all the discontentment arose, namely, the smallness of the pension that they now see they are to get.

12565. *Mr. Harrel*.—You have put everything in a reasonable way. Have the men considered that the position of the men who joined prior to 1860 is a wholly exceptional one as regards the pensioning of every police force and class of civil servants in the United Kingdom?—I even put it to the young men themselves strongly to show I was myself a long time on very small pay, and now the pay was something better, and there might be a chance of laying by something from the pay they had now, compared to what the pay was when I joined the police. But no; it is the strongest point, and the only point of discontent in the force when they look to the time they are retiring on a small pension.

12566. These men are aware that no matter what period you serve you cannot retire unless you are declared medically unfit?—Most certainly.

12567. And they are not under such a restriction. When they come to thirty years' service they can retire, as a matter of course. That is one point in their favour?—Yes.

12568. I do not mean to say this is an equivalent, but there is something in it?—Yes, but I would also put it before the Committee that when a man has served twenty-five years it should be optional for him to retire at the pension he would be entitled to for that service.

12569. At a relatively smaller pension?—Yes. The way the pension should be given is this: half or fifteen-thirtieths at fifteen years' service, and one-thirtieth every year he served afterwards up to thirty years, when I would give him no more.

12570. After thirty years' service you would let him retire on full pay?—Yes, on the full pay of the rank he holds, without regard to the time he has to serve in that rank for it.

12571. Are you aware there is at present before Parliament a Bill proposing to give the English police, both in town and country, a pension framed in this way—that the highest would be when they reach twenty-eight years' service, namely, thirty-three-fiftieths, which is virtually two-thirds?—No.

12572. That is proposed to be the English system. Suppose the position of the Irish police was improved in such ways, that the calculation of thirty-three-fiftieths of his pay would amount to more than thirty-three-fiftieths of the pay now given, without bringing it up to the level of full pay as pension at the end of the thirty years, do you not think that some middle course of that kind would solve the question?—It might. The men are very expert as to the result of this Committee. What they expect is a rise of pay, and if it would tell on pension in the way you speak of, it would nearly amount to what we are getting now.

12573. I suppose what they want is a pension that will be a fair support to them in their old age, and they do not want to stick hard and fast by the rule that pension should be equal to pay?—I would not say that; but I know that is the way they put it.

12574. *Mr. Holmes*.—Supposing an Act was passed for England and Scotland, making two-thirds of the pay the maximum amount of pension, do you think the reasonable men could expect that a more favourable scale would be given to them?—I could hardly answer that question. I think that

our men are not very unreasonable. Like all Irishmen, they take a notion into their head, but when they are convinced they are not right they would be likely to give way. As the Committee are aware, we have had very hard duties to perform all along.

12574. Within the last three years?—Yes, and within the last fifteen years.

12575. I assume you were a witness who said the life of a policeman was that of a gentleman before the last three years?—That might be his opinion, but since the Fenian times I have had as good experience as any one else. I was stationed in the city of Limerick; I was through Cork, Kerry, and Limerick, and I have had work to do ever since the Fenian rising. The witness might be one of those who sat down quietly reading his book preparing himself for preferment, but hard-working men would never do that, and that is the reason I would abolish the select list.

12576. I have no doubt what you say is perfectly true, that ever since the Fenian times the police in some parts have had a good deal of trouble; but is it not the case, speaking generally, that the duties of the police are not very troublesome?—There is a great deal of troublesome duty. I had responsibility since 1864, and if the witness you speak of had any responsibility he would so find it.

12577. It is not only one witness, but a number of witnesses confessed to us that the life of a policeman was a quiet easy-going one?—I was in Limerick, and that was a very troubled place during the Fenian times. The only thing I must say of that is this, that these men were very happy to be in easy places.

12578. So far as your experience goes, it was not an easy place?—Quite the contrary. I happened to be promoted before the Fenian times, and I have had a great deal of responsibility.

12579. Mr. Holmes.—Is it not the case that every man who aspires to promotion in the force will get it?—That is so.

12580. But in the English forces the great

majority of the men, no matter how well-behaved they are, cannot get promotion, but men having the requisite capacity are selected?—I understand.

12581. Chairman.—In Liverpool at present a constable cannot retire on two-thirds, the highest pension, until he is 57 years of age, and 60 years in the case of a superintendent?—I would say three are about four-fifths of the Irish Constabulary under the 1868 Act.

12582. Mr. Holmes.—Do you not think the reason they complain is that they are comparing themselves with the men who joined prior to 1868, and that the whole thing is a question of comparison?—I am almost certain there is something in what you say, but I believe we will not retain the men in the force if there is not some increase in the scale of pension.

12583. Is there any other matter?—There is one matter I would put strongly before you. The Committee are aware that a first-class head constable is deburred from going for higher preferment, even though he is only a month over 48 years of age. I put this all the more strongly, inasmuch as I fall within the category myself. The Committee will hardly say I am going to send my own bars if I state that I wrought very hard during my entire service.

12584. Mr. Harrel.—What do you suggest?—I would suggest that the man be called up and examined by a Board of Examiners, and if they see he is in a literary way as well as physically fit to serve, give him the promotion.

12585. In point of fact, you would remove the hard-and-fast line as to age?—Certainly I would.

12586. Whether he would be 40 or whether he would be 50, you would subject him to medical examination?—I would.

12587. Mr. Holmes.—Is it a hard-and-fast line now?—It is.

12588. Chairman.—Is it a regulation of the force?—Yes. I believe the ordeal the men have to go through when called up for examination would be quite a sufficient one.

(The Committee adjourned.)

TWENTY-SIXTH DAY.—11TH OCTOBER, 1882.

Present:

Mr. R. O'SHAUGHNESSY, M.P., Mr. R. W. A. HOLMES, and Mr. D. HARREL, R.M.

Sub-Constable MAURICE O'CONNOR, examined.

12589. Chairman.—You represent the sub-constables of the Queen's County?—Yes.

12590. How long have you been stationed in the Queen's County?—Eleven years last November. I have been twelve years in the force, including the time I was in the depot except three months during which I was attached to the reserve in 1879.

12591. How long were you on the reserve?—Three months. I was transferred to the depot from the establishment in the Queen's County, and I was retransferred again in three months' time. I have done public duty in the north on two or three occasions.

12592. Take the matters in the order of importance, and make your own case?—The first is a permanent increase of pay of 1s. a-day. The pay is at present inadequate, comparing our monthly outlay with what we receive. Here it is.

[Produced.]

12593. Do you mean your actual outlay, or the outlay you consider yourself entitled to make?—It is not the actual outlay. My pay would not permit it.

12594. It is the outlay you think necessary?—Yes. I cannot lay out all this, because I have not the money.

Sub-Constable
M. O'Connor,
11 Oct., 1882.

Sub-Constable
M. O'Connor.
11 Oct., 1882.

12595. This is an estimate, then, of what it ought to cost per month to live?—Yes.

12596. The missing account you being out first, and you put down the articles for food and cooking, washing and fuel, as coming to 3*l.* 10*s.* 3*d.* a-month?—Yes. I find from experience it is not unreasonable. It does not come to that at present, because we cannot afford it.

12597. What does it come to at present?—About 1*l.* less than the total.

12598. That is to say, about 2*l.* 1*l.* 5*s.*?—I am including the sundries.

12599. Then you are not able to say what the actual cost at present is for messing and food, fuel and cooking, and washing?—On an average, it is about 2*l.* 10*s.* or 2*l.* 1*l.* in our county. It may be cheaper in other counties, and more expensive in others.

12600. Then you put down 1*l.* 2*s.* 9*d.* a-month for other necessities, like plain clothes, boots, repairs, shirts, drawers, socks, brushes, tobacco, soap, and for the household, such as table-cloths, cooking utensils, and so on. That would make 3*l.* 1*l.* 9*d.*

12601. And that multiplied by twelve would be about 46*l.* 13*s.* Therefore you make out the present annual expenditure for those necessary and ordinary matters to be about 46*l.* 13*s.*?—Yes. I make that out as my own; but there are other men who may indulge in more expensive articles, as far as sundries are concerned, than I would, such as a rasher in the morning; I have not that.

12602. But I see two eggs calculated in the estimate of 3*l.* 10*s.* 3*d.*?—Yes; I have two eggs daily, at 9*d.* a-dozen; but some men may use a rasher, and others a beefsteak. That is a personal matter of their own. But, on the average, that is the way they mess.

12603. Mr. Harrel—This is what, in your opinion, a man ought to provide?—Yes. In order to enable him to perform severe duties, there should be sufficient food.

12604. The total comes to 3*l.* 10*s.* 3*d.*?—Yes.

12605. You say that the average expenditure in your county at present comes to from 1*l.* to 1*l.* less than that?—About 1*l.* less.

12606. In what respect can you say that the men of your county at present do not do themselves justice in the way of food, or what articles are included in this estimate which they are not able to provide for themselves?—For instance, I do not believe the men actually provide themselves with 1 *lb.* of beef daily.

12607. Do you consider that 1 *lb.* of beef is necessary daily for one meal?—I think it would, allowing for bones.

12608. You are aware what the allowance is in other services where messing is provided under Government contract?—No.

12609. It is $\frac{1}{2}$ *lb.* of fresh meat a-day?—I know from my own knowledge we always allow 1 *lb.* a man, allowing for bones and perhaps fat that cannot be eaten.

12610. Bread, 3*d.* daily. Of course, some men eat more and some less than that?—Yes, some eat more and some less.

12611. You think that is a fair average?—Yes.

12612. Do you not think that is a very liberal allowance, 3*d.* a-day, considering that vegetables are used at dinner?—It is at breakfast and supper the bread is used.

12613. But, considering you eat vegetables at dinner, do you not think 3*d.* for bread a large allowance?—I think it is reasonable. I know plenty of men who eat $\frac{1}{2}$ *lb.* worth daily. I have to put it down to them in their private mess when I am mess-man.

12614. I see 1 *oz.* of tea. The tea being of good quality at 8*s.* per *lb.*, do you think it is necessary to use half-an-ounce a-day?—I think to make two average cups of tea half-an-ounce would be necessary, and less would not make good tea.

Of course, there is more expensive tea than 8*s.* per *lb.*

12615. I see you have included beer money, 5*s.*, at 2*d.* a-day?—I would say a bottle of porter at dinner. Of course, that is an extravagance or an indulgence, perhaps, but still it is generally used by the men.

12616. Cooking and washing you have set down at 4*s.*?—That is what we pay in the Queen's County. I understand they pay more in other counties.

12617. It depends on the number of men. Would not you pay more for the cooking and washing if there were fewer men in the barrack?—The average cost is 4*s.* a-man.

12618. Suppose there were only two men in the barrack?—I suppose they should pay more; but I am allowing that each station is full.

12619. *Chairman*—The total estimated expenditure you make out here is 4*l.* 13*s.* 1*d.*?—Yes. That is actually expended by some of the men; I did not expend it myself.

12620. That multiplied by twelve would be 53*s.* 17*s.* That is to say, a sub-constable beginning at 53*s.* a-year would expend over his income about 3*l.* 1*l.*?—He could not spend it.

12621. He would have to go in debt, according to this statement?—Certainly.

12622. But, as a matter of fact, the men in quiet years have not been obliged to get into debt. On the contrary, it would appear, from the evidence given before the last Committee, that in many cases young men have been able to save a little on their pay?—That is certainly so; but for the last three years we have had to spend more money than we had to do heretofore.

12623. Tell me in what you had to spend more money in the last three years?—Principally on public duty and necessaries at home. In some shops we would not get what we want, and in others we are charged extra prices.

12624. You spent money on public duties, and you were overcharged?—Yes. I had to pay 8*s.* for my board and lodging in Thurles, while I got better in other places for 5*s.* 6*d.* That was through a system of boycotting.

12625. So far as inadequacy of pay results from having to do public duty, and from being at expense whilst doing public duty, of course, if you have adequate allowances, that cause of the insufficiency of pay will disappear?—It would, but our present allowances are sufficient. We cannot find fault with them, or ask for anything more, except one matter.

12626. Let me ask you whether for the future you think public duty will be a cause of insufficiency of pay. Surely, if the allowances are sufficient to meet the expense of public duty, it cannot be a cause of the insufficiency of pay?—No; but by comparing our present pay with what we have to expend, we require 1*s.* a-day.

12627. With regard to being overcharged, has that occurred to you in your own district as well as when you went on public duty?—It has far a number of things I had to buy in my own district when I went to see, and also in other districts in the Queen's County since the agitation commenced.

12628. You have been charged 8*s.* a-day for board and lodging?—I have.

12629. In what class of house?—A public-house; but there is no drink included. I was charged 2*s.* 6*d.* for bed, 2*s.* 6*d.* for breakfast, the same for dinner, and 2*s.* for supper.

12630. How long were you undergoing that?—Only three days, but I suppose it would be the same thing if we were there a month.

12631. Mr. Harrel—Was there a large force in the town at the time?—No.

12632. How many men?—Twenty men from our county.

12633. What was the duty?—Some rows occurred, and prosecutions arose from the row.

12634. They were cases which excited a good deal of popular feeling?—Indeed they did not, judging from the appearance of the people.

12635. I suppose the people did not come?—No, except a few.

12636. Do you think it was on account of the duty you were performing that you were charged the high rate, or did the people take advantage of the fact that you must be there?—I believe it was from the feeling in existence towards the police.

12637. Go to the next point?—As regards the rate of pay, the men in my county say that if the pay was made equal to that of the Dublin police, they would have no cause to complain. A policeman in Dublin, after six weeks' service, has more pay by 1s. than a sub-constable at twenty years.

12638. A sub-constable at twenty years' service has 11. 3s. a-week; the highest rate of pay of the grade of sub-constable is 11. 4s.?—Yes; but it is by the month I am paid.

12639. A Dublin policeman, you say, after six weeks, if he is an intelligent man, will be able to leave the depot, and he will be entitled to 4l. 19s. 8d. a-month, whereas a man of twenty years' service in the Constabulary will have 5l. 2s. 7d. Are you aware of what the deductions are from a Dublin metropolitan policeman?—I am not; but I am aware he is allowed boot money, and he can live more economically than we do, on account of the number of men in mess. The greater the number in mess the cheaper it must be; so that where there are twenty or thirty of the Dublin police in mess they can live cheaper than two or three in a country station.

12640. Not speaking of the extraordinary duties which the Constabulary have been subjected to lately, have you ever compared the duties of a city policeman and the duties of the Royal Irish Constabulary?—I have.

12641. Do you know what a Dublin policeman has to do?—I know he is one month on day duty and another on night duty.

12642. Do you know how many hours' duty he has to do every day?—Eight hours.

12643. I take it that a man in the Royal Irish Constabulary in the country would look upon eight hours' duty as a long stretch?—Yes, consecutively, no doubt; but we have to do perhaps eight and a-half hours.

12644. That is, eight and a-half hours absent from the station?—We have to do duty three times a-day, that is, including night and day, and we may do twelve or thirteen hours' duty.

12645. Have you made any inquiry as to what the real cost of the manning of a Dublin metropolitan policeman is, and how he lives?—I have not.

12646. Then this idea of yours as to his being able to live more cheaply than two or three men in a country station is not formed upon any actual inquiry as to the facts?—No; but from what I know of my own experience of stations where there are seven or eight men in mess, we can live considerably cheaper than in places where there were three men in mess.

12647. But where the seven or eight were in mess you did not experience Dublin prices for certain things?—I did not; but I could live by far cheaper here in our own depot.

12648. Are not the supplies in the depot under contract?—And with the Dublin police too.

12649. Would you be minded the year round at the station on the articles supplied as the depot by contract?—I would not, because I could not live on the things they get at the depot by contract. But then I say that what the men do get in mess at the depot I could not get as cheap in the country. Of course, they get only two meals' mess in the depot, and they get no butter, eggs, or anything like that.

12650. They simply get an allowance of bread and coffee for breakfast?—Yes.

12650*. And soup and vegetables and beef for dinner?—Yes.

12651. Chivalry.—Just like soldiers?—Yes, the same as soldiers, but that can be got cheaper where there is a larger number at mess than three or four.

12652. Do you wish to say anything more about pay?—There is no doubt the Government always hanker us with the idea that we are second to no police force in the world, in fact; and it appears, no matter what our expenditure, that we are not paid as much as other police forces.

12653. That is a point on which we will draw as full a comparison as we can; go on, please?—Another thing we feel is that the members of the Dublin metropolitan police force do not require to have the qualifications, so far as education and discipline go, that we do, because I have on different occasions known men refused for our force who were admitted immediately into the Dublin police force. Although the Dublin police might not like to hear me say that, yet it is a fact within my own knowledge.

12654. Have you anything else to say on the subject?—No.

12655. Then go to the subject of pensions?—The question of pensions has been so fully gone into, I have not anything to say.

12656. You agree with the views of the head constable on the subject?—I do, certainly.

12657. I do not think you could put it more clearly; proceed with the next matter?—I know a man in the Queen's County who joined one day has late to entitle him to the large pension. The thought must be enlightening to him when he leaves the force that other men who joined only one or two days before him will get full pay as pension. Perhaps they may be single, and he may be married, with a wife and large family, and at the same time broken down in health, unfit to commence life anew. There is no doubt it is a grievance, and I do not think it arises altogether out of jealousy, but from the fact that a man retiring after thirty years' service broken down in health, in mind, and body, is not able to support his family on 33s. or 34s., or even if he had no family.

12658. With regard to his family, by the time that he comes to retire they ought to be in a position to do for themselves?—They may be, but it often occurs that they are not.

12659. Pass to the next subject, please?—The next is lodging allowance for married men not accommodated in barracks.

12660. What do they claim?—15s. a-month.

12661. That is 10. a-year?—Yes.

12662. Are you married?—No; but I know of my own knowledge that the married man, with the exception of one or two who get large fortunes with their wives, are all in debt. They cannot provide themselves with proper food, or clothe their family respectably, or have good lodgings, and their lodgings are liable to be inspected by the officers, and if not in a proper state they may be reported and punished. In fact, the food a married man needs is not sufficient to enable him to perform all the duties at present. After paying 10s. or 15s. for lodgings, which they must keep clean and orderly, they cannot provide proper food for themselves and their families.

12663. Do they take a regular share of the duties at present?—Certainly. We should be treated the same as the army and the coastguards, the Government provide them with lodgings.

12664. Mr. Barrett.—Do you know that a coast-guard is a man who has graduated in the Royal Navy, and done a long period of service, and must have gone through the service under circumstances showing he is a peculiarly well-conducted and steady man before he is accepted as a coast-guard?—I am not aware of that.

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12665. You did not know he had served a long probationary and trying period in the discharge of arduous duties as a naval seaman before he became qualified, and the constables you see are the selected few of a service consisting of thousands of men?—I was not aware of that. I would suggest that permission be given to the Royal Irish Constabulary to marry, as I believe is the case in the Dublin police, namely, that the men who want to marry should produce a certain sum of money, and show they are able to live respectably and well, and that their wives should have a fortune. They must have a certain sum of money in Dublin before they get permission to marry.

12666. Do you think that would be accepted in the force?—I do believe it would be nearly the majority. I know a great many men at present enjoying married life who, whatever the benefits accruing therefrom, wish they never had married. I firmly believe that, because I have heard some of them say they wish they never had married. I would myself, like others, be anxious to get married, but I am afraid that I could not live as I would like to live; I am afraid pecuniary embarrassment would destroy the happiness I expected to enjoy.

12667. (Chairman).—Do you think lodging accommodation would be felt a relief by the force?—Certainly I do; because I know the married men are in hardship and want in a great many things, and their children worse clothed than the labourers' children in the street.

12668. Go to the next matter?—We ask an allowance for boots—three pairs (at 15s.) a-year, and repairs, 7s. 6d. What I would suggest is that 2l. a-year be allowed. That is less than I have done, but 2l. would be very reasonable. I think the country police are better entitled to boots than men in Belfast are.

12669. Why is that?—On account of the roughness and unevenness of the roads. I think two or three hours' walking over a hard, uneven road is harder on boots than twice that on the flags of a town.

12670. Go on to the next matter?—The next is that unfavourable records, no matter how many, should be wiped away by five consecutive years' good conduct. The grievance affects a great many members of the force as to their chances of promotion and too many things. I am sure it is a well-known fact that those who have unfavourable records are just as good policemen as men who have not, and after five years' good conduct the record should not affect a man at all. My well-conducted comrades suggested that I should press as strongly as I could that they would not be jealous if this concession was made. Some of the officers have no confidence in a man who was punished even only once. When a man is transferred on getting an unfavourable record, it is to the worst station in the county, and when he retires from the force he will be out 1l. a-year.

12671. You would ask that unfavourable records should have no effect on pension?—Yes; and no effect in any way on a man after five years' good conduct. When a man improves in his conduct it shows he expresses sorrow for his past transgressions.

12672. Go to the next point?—I have bracketed three subjects together: the abolition of second-class head constables, compulsory retirement after thirty years' service, and the abolition of the three years' service to entitle a man to pension on the pay of his rank. The three are dependent on each other. The duties are the same for second-class as for first-class head constables, and it is unnecessary to have the second class at all. That should not interfere with his pension if he were promoted at twenty-nine years' service and compelled to retire at thirty. I would introduce a system that if he were only one month in the rank he should get the

pension of the rank, instead of being required to serve three years. That applies to head constables, I know some of them to be in the force for forty years. It might be reasonable enough to expect that a married head constable with a family would, for economy's sake, remain in the force, but single head constables serve to fifty years. That is a great grievance. It deprives three men of promotion, and it also compels a man who might be a head constable to retire as a constable, because he will not get a vacancy. I would therefore let a man receive the same pension at thirty years' service, and force him to retire.

12673. Pass to the next matter?—The men also mentioned that it should be optional to retire at twenty-five years' service, which is a very long service too. Besides, a constable or head constable retiring at thirty years' service may be possessed of strength and vigour to fill another lucrative situation, whereas if he remains two or three years longer he will be broken down in health and body, unable to fill any position, while he will be depriving others of their just rights besides.

12674. Go to the next point?—It is also recommended that there should be only two grades of sub-constables; there are five at present.

12675. Mr. Harrel.—How is it suggested that the grades should be divided?—At ten years.

12676. That is, a certain rate of pay on joining, and a certain increase at ten years' service?—The first after a man joins his county, six months being the average until he does; and then, if he has not a knowledge of his duties in ten years, he will never have it.

12677. You would have no increment between six months and ten years?—None.

12677*. And you would give a man the highest rate of pay of his rank at ten years' service?—Yes.

12678. Do you think, as a matter of experience, that a sub-constable is competent to discharge his duty at six months as well as a man who has served for four, or five, or six years?—He is not.

12679. Do you not think that a man should be encouraged by increments?—There should be a grade made at five years' service.

12680. What is your personal opinion?—I would say at five and ten years' service.

12681. But the men say there should be two?—Yes, exclusive of the time in the depot. My own opinion is that a man would have a pretty good knowledge of his duties at five, and as good as ever he would have at ten, years' service.

12682. (Chairman).—Pass to the next point?—That a junior should not be held accountable for the act of a junior, except he is privy to it. A year and a-half ago I was sent by a sub-inspector with a junior. We reported ourselves at the barracks. We went down to the officer, and when we came back the junior was reported for being drunk, and I for permitting him to get drunk. He drank nothing in my presence. But only for his own honourable admission that when he had occasion to retire he had the drink in his pocket, I would have been punished. The charge was not pressed against me then.

12683. In fact, your getting off depended on his honourable admission?—It did. I knew nothing about it, no more than the child unborn. I know of another case, where a man was, to use police phraseology, "on his last legs," meaning that the next report would dismiss him. The junior had revenge against him, and managed to get drunk in spite of him, his back being turned, and the result was that he was dismissed, while the junior was only admonished. So the suggestion I make is that, except it could be proved that the senior was privy to the commission of the offence, he should not be held accountable for it. I knew of another sub-constable also to get drunk through spite, in order to get the constable reported.

12684. Pass to the next matter?—We can find

no fault with the allowance at present, but we ask that they should be made permanent. Except on an occasion that may never occur, they are sufficient to meet the demands on us. But there is one matter that there seems to be inconsistency about it, as far as some of the counties are concerned. Men who are on protection duty in some counties receive an extra allowance for the night, while in mine they do not. A man came from Tipperary to our county within the last two months who got it.

12685. *Mr. Harrel*.—That is an allowance of 4s. 6d. for the night?—Yes.

12686. In your county they only receive it for a number of hours?—They do not receive anything.

12686*. Are they absent eight hours?—They are sent protecting criminals.

12687. Are they provided with accommodation?—Bedding; that is all.

12688. How long do they stay on the duty continuously?—Sometimes days, three and two, as occasion requires.

12689. There is a want of uniformity as regards the practice of giving extra pay under those circumstances?—Yes.

12690. One man gets a night allowance, and another gets nothing?—Yes.

12690*. Has a claim been made in your county?—I do not know that it has. I know a man in my own sub-district at present who had been in Tipperary, and he got a night allowance there.

12691. *Chairman*.—When you were on this duty, and you got bedding accommodation, did you also get something in the nature of food?—Nothing but bedding; and that may be in the form of a pigsty, as I have seen with some of my own comrades.

12692. Where you are accommodated in this inferior class of house, are you protecting men of any position or means?—What is commonly known as an emergency man was there.

12693. Is it possible that he did not give you decent accommodation in a house he was occupying himself?—He occupied the same apartment with my comrades.

12694. *Mr. Harrel*.—The accommodation is very seldom good?—Very seldom.

12695. And sometimes very indifferent?—Very.

12696. But still it is the best that can be provided under the circumstances?—I cannot agree with you there; because I have known instances of gentlemen who received personal protection to put men in the very worst part of their houses.

12697. *Chairman*.—Has that come within your own knowledge?—It has in one instance.

12698. Describe what was done?—The men were put in the most inferior apartment of the house, partly a back-house, but a continuation of the dwelling-house. At the same time it was never used by the gentleman as a part of his dwelling-house.

12699. Even for his servants?—Yes, or anybody else. Until the police came it was used for animals.

12700. *Mr. Harrel*.—Was it on the ground floor or upstairs?—On the ground floor. It was converted into a sort of habitation for the police.

12701. *Chairman*.—Did the other men find fault?—I was not there, but I saw the place.

12702. Did the men find fault with it?—They felt it, but they did not complain to him. They thought it was useless, from his demeanour towards them.

12703. Is that a solitary or a specimen case?—I have known many cases, and I have been written to to mention the matter. The sub-constable who got the night allowance in Tipperary, when there was a vacancy to go on this protection duty, he applied for it, expecting the allowance. His application was granted, but he did not get the allowance yet.

12704. What is the next subject?—The way in which promotion to the rank of acting constable is

made, particularly in some counties, is calculated to engender discontent and a want of confidence in county inspectors. I must say what I have been told to say.

12705. *Mr. Harrel*.—Tell us what you suggest?—I would suggest that no man should be promoted until he had seven years' service, and that then promotion should be according to seniority and qualification.

12706. How would you ascertain a man's qualification?—By examination.

12707. By whom?—Three officers, and not belonging to the county in which he is serving.

12708. Would you suggest that they should examine him not only as to literary qualifications but also as to police duties and everything necessary to qualify him for promotion?—Yes.

12709. Then how would you determine a man's character, not only as regards good conduct, but also as to the discharge of his duty?—If he has records against him, he will not be qualified.

12710. But you are well aware a man may have no records against him, and yet he may not be a very useful policeman either in the eyes of his superiors or his comrades?—I am.

12711. Then how would you suggest his worth as a policeman and general seal should be judged?—If he was a man who had no seal for the force, and did not show much inclination to perform his duties, I do not see what sympathy I could have with him.

12712. How would you put that before the Board of officers, remembering that they are not from his own county, and know nothing about him, except what they see?—Let his sub-inspector put it before them.

12713. Then as regards that part of his qualification, you would make it dependent on the report of the sub-inspector?—Yes; I think he is the proper man; I could not think of anybody else.

12714. I want to point out to you how a Board of strange officers cannot know everything without some recommendation by the man's immediate superiors?—I think that a man who performs special duties in the police above the ordinary duties the police are able to perform should get special promotion.

12715. Then what you speak of is the general system of promotion?—Yes.

12716. But you would not suggest that the superior officers should make a distinction in special cases?—They certainly should, because it would entice men to be zealous and efficient. On the other hand, sub-constables promoted at three years' service, and in command of men of ten or fourteen years' service who are as well conducted and well qualified as they, cannot command the proper amount of respect or enforce obedience.

12717. Your idea of seven years' service would do away with that?—It would.

12717*. Is there anything else with regard to promotion?—No.

12718. Pass to the next subject?—I would suggest that all Courts of Inquiry the officers should be sworn; because there is certainly a want of confidence in some of the decisions, which are sometimes contrary to the evidence. For instance, if a constable proves on oath that a man is guilty of a certain offence, and every comrade in the barrack proves he is not, the constable's evidence will be taken before theirs, and they will be liable to be reported and punished for conspiracy. I have known cases of that myself.

12719. Pass to the next subject?—The present fuel and light allowance is insufficient.

12720. Is there a separate account kept in your county for the fuel in the guard-room and that used for cooking purposes?—No; it is all the same.

12721. In asking for the additional allowance, is it because the present allowance is not sufficient for

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the guard-room fire?—Yes. What I would suggest is that the amount of the apical consumption, supported by vouchers, should be given, because at some stations twice as much as at others is burned.

12722. What is the next point?—I would suggest that county inspectors should not have the power of fining men on parade or at their stations.

12723. That would not take away from the county inspector the power to punish?—No. I would suggest that he should only have power to punish at his office, and give the man he may find fault with an opportunity of explanation.

12724. Is your idea on the subject this, that when the county inspector has reason to find fault he should direct the senior man present to make a report of the irregularity?—Yes, whatever it may be; because it is only human nature that sometimes a man's temper may be ruffled, and he would do a thing that he would not do in his cooler moments. I have known cases myself where a county inspector fined a man because he had a patch on his boot which he showed in his kit. I heard of a man who was fined for having a button off his uniform great coat. I may remark that we cannot find fault with our present county inspector, who has not fined a man since he came to the county. On one occasion I was present on parade when two sub-constables had come in a distance of 7 miles to perform duty at assizes. They had walked in the 7 miles, and the men were just falling in on parade when they arrived. So they did not take off their accoutrements to clean them, as they were afraid the county inspector might be vexed with them, and the result was that one of them was fined for having dust in his pouch, while nothing at all was said to the other. The only reason that could be assigned for the fine was that the same man was fined £1 a-month previously for drunkenness.

12725. Pass to the next subject?—About absence from barracks two hours but only a quarter of a mile distant; our instructions are that we should mix among the people as much as possible. I would suggest that the limit should be enlarged.

12726. To what extent?—I would say 2 or 3 miles.

12727. Would you leave the time of absence the same as at present?—I would not. I think a man not required for duty might be absent a reasonable period while performing the distance he wanted to go, on acquainting the barracks orderly and the constable where he was going.

12728. You suggest 3 miles. Now what space of time would you say, three or four hours?—I would say four. I would also suggest that the constable or other man in charge should be allowed to grant a man eight hours' absence when required.

12729. Under the same conditions as he is now able to grant four?—Yes; because men may often want it and not be able to get it.

12730. Pass to the next subject?—It is a great circumstance that barracks orderlies should wear side-arms. There is no occasion for it in any place.

12731. But you know the barracks orderly is in charge of arms and ammunition in the barracks?—Will not his side-arms be as likely to him hung up in a suitable place as at his side?

12732. Would you suggest that he should wear a belt?—No. The belt without the side-arms is of no use. It is the sword that is of use if required, but I do not think it is on record where a man had to use it. I would suggest that his name be in a conspicuous place that he is barracks orderly. He cannot leave the premises, nor can he at present take off his side-arms without giving his men without being respected for being improperly dressed.

12733. Does he wear his handcuffs at present?—No. They are hung up in the barracks.

12734. Is there anything else with regard to barracks orderly?—No.

12735. What is the next point?—The next is to exempt the police from summoning people for road nuisance.

12736. How do you suggest it should be undertaken?—I would suggest that the road constables be compelled to summon, and if they fail we have power to summon them.

12737. What is the next subject?—The helmets and forage caps are not altogether suited for the police.

12738. What do you suggest with regard to the forage caps?—That they should have a peak.

12739. Like the old French peak?—Yes.

12740. What do you say about the helmets?—The helmets are very disagreeable. When we are in a row they are liable to fall off. A man must either let his prisoner go or his helmet go. At present if a man's helmet falls off it will not get good treatment from the roughs.

12741. You do not think it is a suitable head-dress?—I do not think it is. I would suggest that the chain should be worn down, and that there should be some other ornament, such as was on the former shakos.

12742. What is the next subject?—When going on duty we are over-burdened with accoutrements. We have to bring side-arms, baton, sword, gun, haversack, and often our pack and great coat.

12743. That is when going for some time?—Yes.

12744. What do you suggest—when a man has his side-arms he does not want his baton?—Yes.

12745. When absent for some time you leave the side-arms in the barracks, and turn out on duty as baton men?—We take them on every occasion.

12746. Pass to the next subject?—Kits are useless, too.

12747. Do you mean the valves?—The valves and the articles it contains.

12748. That is the regulation necessaries?—Yes.

12749. Do men consider they ought not to have these?—Even in shrew lodges we have never occasion to use them.

12750. Do you think the knife, fork, and spoon in the kit ought to be done away with?—I certainly do, because I never had occasion to use them.

12751. Do you ever use them?—No.

12752. But at the depot you do?—I do, but we have them in our houses then.

12753. You mean bringing them on duty?—Yes. Any necessary we want the haversack will hold.

Sub-Constable JAMES TARRANT, continued.

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12754. Chairman.—You represent the sub-constables of Clons?—Yes.

12755. How long have you been stationed in Clons?—I will be four years there next March.

12756. How long have you been in the force?—Fourteen years and nine months the 3rd of this month.

12757. In what part of Clons are you stationed?—Stella, the head-quarters.

12758. Take the subjects in the order in which you wish to bring them under our notice?—The first I am directed to bring before you is that the man of the force who joined since the 10th August, 1890, wish to be placed on an equality respecting

persons with those who joined previous to that date.

12758 When you joined, for instance, did you make any inquiry as to the amount of pension you would be entitled to?—I assure you I do not rightly know my pension to-day, because, until this agitation was got up, I was under the impression that we would be getting full pay.

12759 Is that the common experience of the men?—This agitation has enlightened them so much that now they know how they are placed. There are some young men with the world before them who know to a penny what they are getting. Others have no natural taste to be in the service. I, for one, since I was the height of the table had a natural taste for the police force; I said "I would be a policeman if I grew to the height." My heart and soul lay in the force, and even still I intend to live in it, if God spare me. I am a married man, but my wife had to go home to her father. I was unable to pay for lodgings and keep me and her as we would like.

12760 How many men are there in Ennis?—The present strength is thirty-eight.

12761 Out of that number of men, do you happen to know how many men came in since August 1866?—They are all under the late Act, with the exception of three constables and a head constable.

12762 That is thirty-four are under the late Act?—Yes.

12763 Are you aware that in no force in the three kingdoms, except the old members of your force and the old members of the Dublin metropolitan police force, are the men entitled to full pay as pension, and that they only get a proportion of their pay as pension?—I am not quite sure of that; but we have got the scale of pay of nearly every police force in England, Ireland, and Scotland, and we are the worst paid.

12765 Your present pay is 56l. 16s?—Yes.

12766 If the present rates of pay were maintained when you got to be sub-constable, at the highest rate of pay it would be 62l. 8s?—Yes, with 1½ per cent. off that.

12767 Suppose in addition was made to your pay in one way or another, you do not think the men would want to have their pension calculated on the entire pay so increased?—I think it would be unreasonable. I would say it would be fair to give to a pension equal, if possible, to that of the men who joined previous to 1866. The men would be satisfied with that, as it would enable them to live respectably on retiring. I could show you letters of men who applied to get free emigration to Australia. Three or four have got it and gone away, who applied before the agitation. Others have gone since.

12768 What service men are they?—They are of two, three, four, and five years' service.

12769 Have you anything else on the subject?—We ask that it should be optional with the men to retire at twenty-five years' service without being returned medically unfit, receiving twenty-five thirtieths of their maximum pay. We also ask that the men be compelled to retire at thirty years' service, giving them the full pay of the rank they shall then hold. Very often a man is promoted at twenty-nine years' service to be a constable or head constable. If he spends two years in the rank, and even if he has completed the thirty years' service, he will only get the pension of the previous rank he held. He must be three years in the rank to get the benefit of it.

12770 Mr. Harrell.—Do you know the rules of pension in the English force?—I do not.

12771 We had before us yesterday as a witness the Chief Constable of Liverpool, and he informed us that the pension is calculated upon the average of the rates of pay received by a man ten years before his retirement. So that if a man was an

inspector for four years, and a constable for six years, his pension on retirement would be calculated on the pay of a constable for six years, and of an inspector for four; that is much harder than the Irish system?—It is; but our men want a good pension on account of the way they are placed, as the public charge an immense price for everything. When we retire we need the pension just as much as we do our present pay, unless we would take up a low mean little "took." Some of our force take 10s., 12s., or 14s. a-week, which is a reasonable thing to support a family, and we are ashamed to meet them in the street.

12772 Objections.—Suppose the 12s. or 14s. a-week was earned, but not at a menial occupation, as, for instance, the work of a labourer, there are many occupations decent and respectable enough for an old man past his work that are not highly paid?—Yes; but they are seldom found in a country place.

12773 In a place like Ennis?—Yes; and more backward places. Ennis is not a bad place compared with other little places.

12774 Go to the next point?—They directed me to say that if a man was returned medically unfit at ten years' service, he should get a pension equal to ten-thirtieths of his maximum pay at that service. Men who are foolishly at going to a country are broken down; they do not care themselves. These are men sitting at the same table with me, and I do not know the day they bought a bit of butter, they are not able to buy it. They may get an egg to-day, but not for a week's time again; while in their duty they are not so 'cute as men of long service to care themselves in the line of keeping from cold. I always reckon that if a man passes ten years' service he will nearly reach the thirty. I know myself I get severe colds and rheumatic fever in the depot just from the way I sleep at night. The beds are quite narrow, and young fellows tumble out, and when lying on the boards they are quite stiff in the morning, as after a 25 or 26 miles' march. They also say the officers on the late order are entitled to pension at ten years' service if returned medically unfit, and they think they are as well entitled, the officer being his own master, like a king in a place; he can go to bed when he likes, and get up when he likes. That is not the way with a sub-constable; he has a good many masters.

12775 Does it strike you that what you propose would create a number of men very anxious to get out at ten years?—I do not think it would.

12776 Do you not think there would be some danger of malingering at that time?—I say they should be declared medically unfit.

12777 I suppose you mean by that that the Medical Board ought to be able to deal with such cases?—Yes; I will give an illustration in a case that occurred last week. A fine young man of thirteen years' service, who was for the third time on protection past duty, got out of his mind, having been there three weeks. He was brought into Ennis, and it took seven or eight to put his clothes on. He shouted he would put them on for me. I happened to know him. I had to go with him in a car to the asylum just as I was, in the clothes I was working in at the stable. I did not get time to dress; he was tearing and picking. If he is discharged now, he will not get a penny pension.

12778 You would not count that as a case in point, a man losing his mind, because perhaps his father or mother may have been insane, or there was madness in his family?—The doctor says it was not mad he was at all. He got pleurisy, a severe cold from severe duty, and his brain became affected. He is quite well of that, and the only thing fretting him now is for fear he will be discharged from the service.

12779 Mr. Harrell.—Have you anything else to

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urges on the point?—We would require that every man should get after ten years one-thirtieth for every year he served up to twenty-five, and that it should be optional to retire then, and compulsory at thirty.

12780. Do you suggest that after twenty-five he should get an increment of one-thirtieth, supposing he chooses to stay on?—I would give him one-thirtieth for every year up to thirty.

12781. *Chairman*.—What is the next matter?—Pay. Head and other constables require at least 1s. per day in addition to their present pay to enable them to live somewhat respectably.

12782. Give us your reasons, please?—The present pay I might say supports us, but nothing more. I could give you a list of you wish. I am a man for the last four months in Ennis. I am the oldest policeman in it, and young fellows of two or three years' service know little or nothing about the town. So I have had to keep charge of the men against my wishes, and it is a troublesome task, for I have to do my ordinary duties as well.

12783. *Mr. Harrod*.—How many men are there?—Thirty-eight; but about twenty-three in mess, and sometimes twenty-seven; here is a list of the things: We contract for beef at 6d. per lb.; the married men pay 1s. for steak. If you go for 1 lb. of meat to the very butcher we are dealing with you will pay 1s. I often heard it said that married men could live as cheap as single men, but it is quite the reverse. Then we have bread, 4d.; ½ lb. of meat, 6d.; vegetables, 3d.; tea and sugar, 3d.; milk, 1d. Then I have an item, 3d. for beer, but very few afford it. Next I have butter, 3d. We paid for the last two months 1s. 6d. per lb.; I put it down at 1s. 3d., and 3 oz. each day would be about 3d.; eggs, 9d., at 1s. 6d. a dozen; that would be two in the morning and one at night. The majority of our men that can afford it take meat in the morning, because they do not know when they may get the next meal. I know men in a station near me who get meat three times a day. Then there is tobacco, 3d.; there are men who smoke more and men who do not smoke any. We pay for cooking and washing 6s. 6d. a-month; that is 3l. 12s. a-year.

12784. Where there are so many in barracks is not that rather a large amount?—We have two servants and a man for keeping the place clean; he gets 3s. or 4s. a-month, and whatever is to be got about the barracks.

12785. *Mr. Hobbs*.—What do you pay the two servants?—3s. 6d. a-month each man without any board.

12786. *Mr. Harrod*.—To what does that amount?—No matter how many men are there, that is what each man will have to pay. There is a woman that lives outside, and she charges 2s. 6d. for washing; that is 6s., or 3l. 12s. a-year.

12787. *Chairman*.—What is the next matter?—I put down 2l. for boots, and it has not done them at all. I have seen men putting on new boots for which, when they came in, you would not give 2d. It is very severe patrolling on the roads and the crags of Clare.

12788. You mean patrol has to be done through the fields?—Through the fields at night. Then I put down 17s. for shirts. What we pay by contract is 15s. for two shirts for the year. I allow 2s. for keeping them in repair; drawers, 2s.; that is what we pay the contractor, Mr. Ireland. Six pairs of socks, at 1s. 6d. per pair, making 9s., and 1s. for keeping them in repair. We have to wear gloves, but we are not allowed for them as part of our uniform. We dare not go outside the barracks without them. I have put down 2s. for the infantry, 1s. per pair.

12789. *Mr. Harrod*.—It is only in the winter time they wear gloves?—From the 1st October to the 1st May. The cavalry men have to buy their own gloves, and wear them summer and winter.

12890. *Chairman*.—What do those gloves cost?—4s. to 5s.; if you pay 5s. they are worth two pairs at 3s. 6d.

12891. How many pairs do you get in the year?—We generally do with a pair in the year. When men are paying themselves they are very cautious. I have a mare now that pulls very hard, and if you pull her very tight you may burst every finger in the gloves. The next item is caps. We get a cap every two years from the authorities, but the last issue caps are in store. They were quite useless, and the men did not take them.

12892. Why?—They were out of shape. The officers of the district would not allow his men to take them, and we all sent for caps. He had a peculiar idea about caps. Each man had to get a cap every three months. The men thought it very hard. But he would take the cap of his own head and go round and make a collection for a man whom he thought wanted one; we had to subscribe. In the end I refused to subscribe. I said, "No, the man has more money himself than I have; he is single, and I am married. Not that I care for 2d." The officer put a piece of paper up in the day-room with two crosses after my name. It shows what officers will do. I knew another officer who would report a man if he had anything that did not belong to the service on him. The total of this expenditure is 8l. 13s. 9d. There is another item for which the men of the out-stations are out of pocket. There are several stations in the County Clare from which the men have to come in once or twice a month for messing, and to my knowledge they pay 5s. very often to the owner of a common car. I would say 5s. a-month in their case.

12893. You had experience of Clare before the difficult times arose?—I had.

12894. It was given in evidence very clearly before the last Commission here, and it has been said by witnesses before us, that before the times of trouble men could save a little money?—I saved a little money myself.

12895. Then would not it follow that this must be in excess of the actual expenditure?—You will get bigger men saving money. There are a lot of items they would not get, and they neglect themselves. The beer and tobacco are left out, and also the socks and shirts.

12896. Do you think they drank less beer and smoked less tobacco in those days than now?—I admit men are saving money now. You may get one out of a hundred; but he is neglecting himself, and I would not put him down for the whole force. The men are supposed to feed well, and to be prepared to turn out at a moment's notice.

12897. But the question is that in quiet times men were able to feed well and clothe themselves decently, and still have a little saved to go home to their friends?—The contract for the meat with us is made for the last ten years. The only man the butcher exports on are the married men, because he does not care whether he has them or not. All the other things are dearer than what they were.

12898. *Mr. Harrod*.—Is not this a mere estimate of your own?—A mere estimate.

12899. It does not represent the actual expenditure of an individual at Ennis?—It does. That is what it costs him if he gets those things.

12900. That is your estimate, if he does get them; but it is not the actual expenditure of an individual at Ennis?—It is not.

12901. Can you tell us exactly what one man at Ennis does spend?—The man is about 3l. 5s. or 3l. 10s., but there are a great many items not included, as tobacco, beer, soft soap, blacking, do. The items of the mess are bread, butter, tea, meat, and potatoes and vegetables.

12902. You have been three men four months, and at the end of the month the amount is brought out for a man who has been the entire month on the strength of the mess?—It is.

12903. Can you charge your memory as to what the actual figure was so brought out in the mess account of last month?—3l. 2s. 6d. or 3l. 3s.

12904. Does that include bread, butter, tea, meat, and vegetables?—Yes.

12905. And what a man might have after that would be something for breakfast like eggs; but with that exception that mess account contains everything that a man ought to eat?—No. Would not a man require eggs for his breakfast?

12906. I say eggs?—Butter is not in it. It is not put in the mess at all.

12907. Are you sure you are making no mistake; because we have had a large amount of evidence here, and with the exception of one or two places the cost of mess is not represented to us as having been more than from 2l. 2s. to 2l. 10s. a-month?—In different counties the messing is not kept the same at all. In the first place, there are only two messes. There are only two get at the depot.

12908. I am speaking in every instance where there were exactly the same articles included in mess as you have in Ennis, bread, tea, sugar, and the entire dinner?—I do not know how it could be got for that. Ennis is as reasonable a town as I was ever in.

12909. Mr. Holmes.—Were you satisfied with the increase given to your pay in 1874?—I was quite satisfied.

12910. When did you begin to think your pay was insufficient?—I would say about three years ago; sooner, in fact, since the people commenced to turn against the police. I will give a case in illustration. We have a married constable living opposite the barracks. A woman came in and asked his wife 1s. 2d. per lb. for butter. Seeing him in his trousers and shirt, she did not know he was a policeman. He came to the barracks, and about ten minutes afterwards the same woman came and wanted 1s. 6d. per lb. for the butter. She said she got it from Mrs. Hoffman in the opposite house. He said, "Well, now, it was my ideas that get it from you at 1s. 2d. per lb." "Very well," said she, "I did not see you there at all;" and she walked out.

12911. Then you were fairly satisfied with your pay from 1874 until the agitation commenced and the people became badly affected towards you?—Yes. We were not satisfied with the pension. We thought it a great mistake then that the pension was not settled on a better footing than it was. The Clare men do not like to be agitating. They regret it very much, and but for the good officers they had the Clare men had as good reason for complaint as any in Ireland—there are no better officers in any force in the world.

12912. With the return of the old order of things do you believe the people will be well disposed towards the police?—The gap will not close this present generation. I am in dread we are only commencing. The people are organised to that pitch.

12913. O'Connell.—Organized against the authorities?—Not against them altogether, but working in conjunction with each other. As one man likes to have the police treated they will all go that way. If a man says, "We should not sell this or that article without a certain price," you will see every one of them, even in the market, stick to it. I was standing between two loads of hay, and I heard a man offering it at 2l. 2s. A civilian offered him 2l. A mounted constable came, and he asked him 2l. 10s., and said he was not refusing 2l. 7s.

12914. Mr. Harrel.—Do you not know that in every country place in Ireland they try to get more and ask more from people believed to be well off than from a poor person?—I do not know that. I often heard ignorant people saying we get our money easy, and can afford to give more than others.

12915. Is not it the ordinary practice? I do not think it so with an intelligent person.

12916. O'Connell.—When did this disposition to overcharge you become so strong?—It has grown for the last three years.

12917. Was it noticeable much before the last three years?—No; I could not notice it much myself.

12918. If it arose in the last three years it may be to some extent from hostility to the police?—I would be inclined to think so.

12919. What is the next point?—That each married man lodging out of barracks get 10s. per annum lodging allowance.

12920. You are a married man?—I am.

12921. How long?—Since January 1879.

12922. How long were you in the force when you married?—Seven years.

12923. Was your wife accommodated in barracks?—No.

12924. She lived in the town with you?—After having been a year and eight months in Ennis I had to let her go home.

12925. Why?—My means were not able to keep her there.

12926. What was your pay?—My pay was 59s. 12s. since I had fourteen years' service.

12927. What accommodation had you?—I had only one room 17 feet long and 8 feet wide; it was more like a hall than a room, and I had to pay 12s. a-month for it to a man named Hoffman.

12928. Had you any family?—Two children.

12929. During portion of the time your wife and the two children and you were accommodated in this way?—Yes, and she was losing her health, having to cook and sleep and everything in that small room.

12930. She is with her own people now?—She is since March last twelve months. Any few shillings I can save I send her to buy clothes for herself and the children; but she is "held up" in every way by her father. I do not know what I would do if she was not. Ennis is a very dear place. Since the water was brought into the town the taxes have been very heavy.

12931. You have thirty-eight men in the barracks?—The strength is thirty-eight, but we have not them all in the barracks.

12932. How many married men have you in the town?—About seven.

12933. How many of them are accommodated in barracks?—Only the head constable.

12934. You have got about six men, then, with accommodation in town?—Six men. There used to be nine, but men go away out of it, because they get lodgings much cheaper in some parts of the county.

12935. They get transferred?—Yes. In some places they get a new little house at 8s. a-year.

12936. You have handed in a statement of the pay of the Leeds Constabulary. I see the lowest is 1l. 4s. a-week?—Yes, and 6s. for boots, which we have not either.

12937. Did you notice in the lower part of the document that constables living in barracks are charged 1s. 6d. a-week for rent, firing, &c. &c.?—Yes.

12938. So that takes off something of the 1l. 4s. a-week at starting?—It does; but I believe they have the barracks to themselves nearly.

12939. What do you mean by saying they have the barracks to themselves?—They are not so numerous in the Leeds Constabulary as we are. There might be only two or three in a station, and they would be supplied with fuel and lights.

12940. Mr. Harrel.—Do you know there is no such thing in England as giving a married man accommodation in barracks?—I am not sure about it.

12941. O'Connell.—I cannot be sure about the state of things in Leeds, but I can tell you in other places, like Liverpool, where the men have apparently a much larger rate of pay than you have, they have, whether married or single, to supply

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John Forrest.
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Sgt-Constable John Thoms. themselves with lodging accommodation. A single man, if he happen to be one of the very few who live in barracks, is subject to a deduction of 1s. a-week. If he is a single man or a married man living outside barracks, so all the married men do, he has to find lodging accommodation out of his pay?—I believe that.

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12942. So that when you want to contrast the Irish constable who lives in barracks with the Liverpool constable and with the Leeds, you have to bear in mind the fact that the Leeds constable and the Liverpool constable have to find their own lodging money?—That is true; but I assure you the men would rather sleep out. They have eight hours' duty out of the twenty-four, and when they are done several of them work at their trades.

12943. Are you aware that, if they do that, they do it in violation of the rules?—Whether it is violation of the rules or not, they do it. More than that, the majority have lodging-houses, and they take money, while we are out away from the public.

12944. You say the majority of the men of whom you are speaking have lodging-houses. Take the case of a constable doing duty in a small English town; he has no opportunity of making money by lodgings?—I know that, but the Liverpool and London police have. I know some of my friends who retired from our force and joined the English. I have seen them on leave, and last April one of them told me he wished he had left our force five years before he did.

12945. What force is he in?—The London police. He says the only thing against an Irishman is that he is not mean enough. I asked him what did he mean by that. He said, "If you are mean enough, you can get double your pay on night duty." According to the best you are at, calling people at this hour and that hour, you will get money.

12946. That is to say, he will get what are called "tips" in certain parts of the town?—Yes; but we would be dismissed from the force if we attempted to take them. The discipline is not half so strict in England.

12947. Surely you cannot expect that any increase of pay would be given you on the ground of those unlawful gains because they are unlawful gains of any police force, though it may be a very good reason for joining that police force?—I would not go so far as that.

12948. It would be simply putting the London men on the back, and saying they were quite right?—I meant to show that, if not accommodated in barracks, they are better off.

12949. On account of being allowed to keep lodgings?—That is one means. When we get married, we are removed to a distant county.

12950. You spoke of the advantage of being allowed to live out of barracks and obliged to do eight hours' duty. You are aware the kind of duty you are to do is not a duty reckoned precisely by time?—The wording of the regulation is that we are always to consider ourselves on duty.

12951. Therefore it would be utterly impossible to have you living out of barracks?—It would not do to have our force out of barracks at all. The people are different. In England nearly every man is a policeman; you have the people with you; but that is not the way with us. For that reason we should be better paid. We have more to contend with, having, at all events, three-fourths of the public against us. We have the landlords with us; but why? Because we are with them. They are causing us more trouble than good.

12952. Mr. Hobson.—What is the maximum pay at Leeds?—11 8s. 3d.

12953. Are you aware that a great number of men who join the force in Liverpool and Glasgow must be content to remain constables all their lives; they are never promoted, and therefore the maximum pay of the constable class represents the maximum pay they can ever get?—Yes.

12954. Assuming in the case of Leeds it is the same as in Liverpool, it would come to this, that the maximum pay a constable would expect to get would be 11 8s. 3d.?—Yes.

12955. He has to pay his lodgings, and lodgings at Leeds are probably 4s. or 5s. a-week. You must take that from his pay. A man in the Irish Constabulary would be accommodated in barracks. So that, practically, the two men would be in the same position. Do you see that?—I do.

12956. Classmate.—You spoke of the difference as to food between the married men and the single men. Have you anything more to say on that?—The married men must pay 1s. per lb. for meat and 10d. per lb. for the coarsest description of meat.

12957. That is to say, he has to pay a higher price in Kinsale than a man living in barracks, because a man living in barracks has the benefit of a contract?—That is the whole thing. It is the same with potatoes. The men have a better chance of getting potatoes at contract price than a poor married man. Sometimes I get a sack of potatoes in with my own for two or three married men, and let them divide. The butcher who buys a sack would charge 3d. a-stone for retailing them; so that a married man is placed in a more awkward position than single men as regards prices.

12958. As to the way the married men live, do they feed themselves as well as the unmarried men?—They cannot do it. It would be impossible in the case of a man who has to clothe himself, his wife, and children. Some men have ten and twelve children, some two, and some none at all. The man who has fewest is best off.

12959. Pass to the next matter, please?—That the extra pay at present granted to the force be made permanent, the period for which men shall be entitled to night allowance to be reduced to eight hours' absence, commencing any time before midnight, and terminating after 3 o'clock a.m.

12960. Take the case of a man leaving his barracks at 7 o'clock at night and returning at 3 o'clock in the morning. In that case you say he ought to be entitled to a night's allowance, because it would amount to eight hours?—Yes.

12961. We know that originally this night allowance was intended to cover a night's expenses—that is to say, to cover the price of a bed and the meals a man might be expected to eat during the night's absence?—Yes.

12962. Would not you be prepared to admit that he would not incur all those expenses during the eight hours' absence from 7 o'clock in the evening to 3 o'clock in the morning, if he was out for that time and that time only?—Yes.

12963. If one is to be guided by the expenses incurred by the men, you would hardly support a claim for the night allowance for eight hours' absence?—The time must be drawn at some place, and it is a great injustice to see a man going out five minutes after 9, and staying out till 10 o'clock next day, without being entitled to a night allowance.

12964. Mr. Hobson.—Is not it probable that, under the circumstances mentioned by the Chairman, he would not be put to one penny expense?—A man going at 5 in the evening loses his tea.

12965. But take the case of leaving at 7, and having had tea before he left?—Yes.

12966. If you left at 7 o'clock, is not it very likely you would have supper before you left?—Yes.

12967. You would return after 8 o'clock, having been eight hours absent, and, according to your proposition, you should get 4s. 6d. Is it not quite certain you would not be obliged to expend a penny whilst away?—I might escape at one time. The night duty begins after roll-call, and by that means we lose the night allowance.

12968. Classmate.—At what hour?—In the summer months it is 10 o'clock at night; and in the winter 9 o'clock.

12960. *Mr. Harvel*.—Take a case in which duty is detailed after roll-call, and tell us how you would incur the expense of supper, bed, and breakfast?—Nine o'clock is the hour by this circular.

12970. Take an hour after 9 o'clock?—Take 10 o'clock. A man going to Kinsinstown pays for a bed there that night.

12971. At what time would he arrive in Kinsinstown?—Four hours after that.

12972. That would be at 2 o'clock in the morning?—Yes.

12973. Can you tell me is it a thing that has ever occurred that a man went to Kinsinstown, arriving there at 2 o'clock in the morning, and that he was back in his barracks again at 8 o'clock—because that would be your eight hours, having him in bed in that place, and taken supper and breakfast?—Yes.

12974. You mean a man was absent only eight hours, and he went a distance which took him four hours to go, and he was in bed in the interval?—The man who does not go to bed is worse off than the man who pays for it, and he has a right to be paid for the night's work.

12975. It is not for his expenditure, but the various duties he performs, you seek it?—Yes. Take it both ways.

12976. But is not this an allowance to meet actual expenditure?—I believe it is; but during the last agitation it was given for nightwork and for lodgings. Sometimes the officer said, "If you like you may go home, or go to bed and pay for it;" and sometimes a married man would go home and see the 4s. 6d. for his family.

12977. *Chairman*.—Is that allowed?—It would take the time to go home, and he would be allowed the money.

12978. It comes to this, that you make the claim, having regard not solely to the expense, but remuneration for the trouble?—Yes. I have it from the senior inspector, who says it is a great injustice, and that a man out eight hours loses his night's rest the same as a man out twelve hours.

12979. Do you think that if a rule giving this allowance for twelve hours, provided the twelve hours included from 12 midnight to 3 a.m., were adopted, that that would go a long way to meet the complaint?—I think it would.

12980. Go to the next point?—That unfavourable records be wiped out after five years' good conduct, and that they should in no case affect a man's pension, the individual having already atoned by punishment.

12981. Pass to the next point?—That three-fourths of the promotions to sub-inspector be made from the ranks. That is not an unreasonable demand, having regard to the fact that the Dublin police, the English police, and other forces, are entirely officered from the ranks. The majority go in for all the promotions; but I think, and some of the others agree with me, that it would not be well that all the promotions should be from the ranks. I would rather see gentlemen going to the rank of county inspector than officers promoted from the ranks.

12982. Go to the next point?—That sub-constables be promoted by seniority, if able to pass a certain literary test laid down by the Inspector-General; and that three officers be appointed a Board of officers yearly to test men in senility, the officers having no connection whatever with the county where they held an examination.

12983. *Mr. Harvel*.—In selecting a man for promotion, would you propose to give him credit for real and efficient discharge of duty?—Certainly; that is what I would encourage.

12984. How would the Board of officers form an opinion on that subject?—That no sub-constable under seven years' service be allowed to compete, and that a man's papers be submitted to the Inspector-General for classification, and placed on

the county inspector's list accordingly; ten marks being given for each year's service, and five for good police duties, while five should be taken from an individual for unfavourable records.

12985. What do you suggest as the maximum of marks?—Ten marks to be given for good police duties.

12986. Inasmuch as you do not know what the full marks are, you do not know what the value of ten is?—We leave that to the Inspector-General.

12987. Then you have not applied the system of marks to any part of it but good police duties?—And also length of service; ten marks for every year's service.

12988. Go to the next point?—That senior members should not be punished for the acts of juniors when on duty, except the senior be a party to the offence. I may be put in charge of a man on the eve of being dismissed, if I was only an hour senior to him. Goodness knows what he may have been at all day. He may have had two or three drinks. I am a teetotaler, or whatever I may be, and I am told off on duty. The evening may be wet, and the junior may have half-a-pint inside, and come back the worse of drink. He is reported and I am reported, and we are both punished. The greatest injustice is caused by it. The only unfavourable record I ever had was for a thing like that. I had only eighteen months' service, when I was punished for the act of another man.

12989. Under this rule?—Yes.

12990. Was the rule of holding a senior responsible for a junior in existence when you had eighteen months' service?—It was before I was born; or before I joined, at all events.

12991. You must have been proved to be a participant if you were punished when you had eighteen months' service, because the rule that a senior is responsible for the act of a junior is a matter of five or six years' standing?—I have seen them punished when I joined the force.

12992. Say what the instance was when you were punished at eighteen months' service?—I was in charge of a man out on duty. We came in. The constable was not there to parade us. We were not long in the day-room, and were sitting down to take our meals, when he asked me would I fight him. He thought I was watching him, to prevent him from taking drink. I looked at him, and said I would not fight any one. He hit me three times in succession, and the third time I got up and hit him. Only the other two men came and said I was no man, I would not have hit him. He went to bed, and let on that he was very bad.

12993. That is what you were punished for?—He was reported for being drunk, and I was reported for assaulting him, though in self-defence.

12994. Do you call that an instance of the severity of the rule by which a man can be punished for the act of his junior?—That is a bad illustration, no doubt.

12995. You said you had a case in point which occurred to yourself at eighteen months' service. I thought you were under a mistake. Is that the case you referred to?—That is the case, but I mean to say if the constable were in he would have reported him for drunkenness, and I would be equally punished.

12996. Is that the case that occurred to yourself to illustrate the rule by which a senior would be responsible for the acts of his junior?—It is not.

12997. Did any other case occur to yourself?—It did not, but I have seen it with others. If the constable was in, he would have been reported for being drunk, and I would have been punished all the same.

12998. But it was not for that you were punished?—It was not.

12999. *Chairman*.—Go to the next point?—We propose to have a school infirmary, if possible, for the

Sub-Constable
John Tarrant.
11 Oct., 1893

Sole-Constable
John Thomas.
11 Oct., 1882.

orphan children of our force. They are calling to the stations day after day. We would like to have a school something like the Hibernian Military School, and the men would be willing to subscribe monthly to keep it up, if the Government ordered them. We have to subscribe as it is. There is a feeling among the men that soldiers' children are better treated. You would get a good many orphan children of policemen in the workhouses, but very seldom you would get soldiers' children there; and I can tell you a soldier's child would get more from the public than a policeman's child. They take more compassion on a soldier's child than on a policeman's child.

13000. Go to the next point?—I am now done with what I was directed to state; but I am a member of the mounted force, and if you have no objection we have a great many grievances to mention. This is the third or fourth inquiry, and we were not represented at any, except the last Commission in February, and the men had to apply.

13001. We had two from the mounted force at the depot to make the case on behalf of the mounted men; but, at the same time, if there is any point you would like to dwell on, put forward your views?—We are looking for a rise of pay.

13002. Mr. Barrett.—Do you mean beyond the rise of pay asked for the other men?—Yes, because if they are entitled to that we ought to be entitled to something more. There is not a cavalry regiment that is not paid more than an infantry. From this till May horses are not easily groomed. An infantry man can walk into bed, having only to lay his rifle on the rack, and he has two hours' sleep before a cavalry man can go to bed at all. Again, we are working in cold dirty yards in our shirts. Our boots are more costly than those of the infantry. Our outside clothing is also more expensive. We have to wear coats as soon as the cold weather comes, from the 1st October to the 1st May. Except when on duty we never have a coat on, but we are working in the yard and stable. We have to buy our own gloves, which, as I mentioned, are more costly than the infantry gloves, and we have to wear them summer and winter. I am ten years mounted, and I only get one pair of spurs. We are supposed to get a pair with every saddle, and parts of it are out of date at different times. The body of a saddle is supposed to remain seven years under wear, and we would have nearly seven pairs of spurs worn.

13003. How long does a pair of spurs last?—In fair play, we ought to have a pair of spurs every two years. A pair of spurs I got three days ago cost 6s. 6d.

13004. Pass to the next point?—Promotion; the way it is carried out is most satisfactory; it is very fair, but very slow. We propose there should be at least five acting constables added, and that the vacancies which have existed for the last six or seven years for head constable and drill sergeant be filled up. I do not know how the constable's post is vacant, but that of head constable is vacant since 1875.

13005. Were not a good many acting constables appointed in consequence of the Report of the last Commission?—Yes, fifteen.

13006. Have you anything else to urge?—When I got mounted we had 16 acting constables and 100 constables. At the Commission in 1872 there was no representative from the mounted force. The Inspector-General said we could not be done without, but other men said we were useless. It has been proved now that we are useful; for when the agitation got up they had to increase the mounted force. A county inspector said he would rather have 4 of us than 160 men in a street row. When our number was increased, the proportion of acting constables should be increased. We should have twenty-five instead of fifteen. That would be promotion

down to fourteen or fifteen years' service. Either do that or give them promotion in the infantry if they wish. In some counties they have got it. In the County Cork no less than eight or nine men were promoted. If a man wishes to take his turn in the infantry, let him. But there are some men so attached to the mounted force they would scarcely remain on if they never got anything.

13007. What is the next point?—We would like to have a distinction made in the uniform. We have none in the world, more than a scum down the side of our trousers.

13008. What would you suggest?—That we get a hooped shell-jacket instead of the unsack lately given. I would leave it to the ruling-master, who has more experience in military equipment than I have.

13009. What is the next matter?—The helmet is a very useless article. I forget to mention that the infantry said it was quite useless, and I have seen it kicked about the street. They do not wear the chin-strap, we do.

13010. Chairman.—Why do they not wear the chin-strap?—It is against the regulation over to wear it down, except when under arms, and when they arrest a prisoner the helmet falls off, and civilians think it a godsend to get a "welt" at it. If a man tries to pick up his helmet he may let the prisoner go, and he is liable to be reported, and if he comes back afterwards for it it is not there, or it is such a useless article he must buy a new one.

13011. In a case like that, would not you be supplied with one?—If you could bring up a man before the magistrates for disfiguring the helmet the authorities would make it good.

13012. Mr. Barrett.—Do you mean to say the authorities would not make it good if the helmet was lost or injured, without fault of your own, in the discharge of duty?—I never saw a case of it.

13013. Did you ever see an application?—I did.

13014. Was it refused?—Yes, but not for the helmet.

13015. Was it established satisfactorily that the man did not contribute himself to the loss?—I think so.

13016. You mean that he had his clothing injured or lost arresting a prisoner in a street row?—Yes. When we had the other helmets we had an oil covering. Very often they used to be blown off. I saw men applying for them, and they were asked why they did not secure them well.

13017. Is that the case in point where a man's helmet was injured in the arrest of a prisoner?—No.

13018. Did you ever know a case where a man's clothes were injured in the discharge of his duty, and in which a man applied and was refused?—I did.

13019. Under what circumstances?—I could not exactly say. I saw men applying three or four times, and going on applying until the new issue of clothing would come in, and then they would get the ordinary clothing. I have seen men travelling by train, and when trying to raise the window the oil-skin would blow out, the hooks not being able to hold it.

13020. Chairman.—Why did he let it out? Go on to the next point?—We wish to have a green plume for the mounted force in place of the spike at the top of the helmet, as it would be much lighter and look better, and if it fell it would not be broken. I had to get the spike mounted twice, at a cost of 6d. each time.

13021. What is the next point?—That acting constables be discontinued practically at 45 years of age. Very often they are let run two or three years, and that is a great injustice to a man of my service, depriving me of so much money in the year. Besides delaying our promotion, every day he is

kept mounted is a day's pay of his rank out of our pocket.

13023. Go to the next point?—Mounted constables who wish to compete for the select list should be allowed to compete after two years' service, the same as constables in charge of a station. The mounted constables are never in charge of a station, and therefore it is not their fault. I would say it would be fair to all constables, both infantry and cavalry. A man might be sent in charge of a station, though not so smart as others who were not. It rests with the county inspector to put a man on the way to compete a year sooner for the select list.

13023. What is the next matter?—That a mounted man never be placed on infantry duty. In some places the authorities would not ask us. But it causes great feeling where they are asked, because the mounted men have their own duty to do all the same.

13024. Mr. Harrel—Do you mean by that commands and barrack orderly?—Yes, and very often train duty and town duty. I had it a few times. I have heard complaints about it among the men. I have not complained myself. It is only when I volunteered I went out. I have seen men tired, and I might be in if the day was wet. If I had my patrol completed I would go out, and on two or three occasions I made patrols for men on foot when I saw them fatigued. But that is not the way in other stations. They are continually sending the mounted men on this duty, and it is making them discontented.

13025. Pass to the next point?—The revolver we have now is quite useless.

13026. What is the matter with it?—First, it is not accurate, and next, it may get blocked with the first shot. It is of a pattern that was made in France twelve or thirteen years ago.

13027. For a cap?—No, a pin-cartridge; it is a pin-fire six-chambered revolver, and at the joining between the barrel and the chambers the chambers are not made accurate with the barrel, so that the bullet, when it comes into contact with the barrel, chips up and blocks up the chamber. I saw one the other day, and we had to take it to the forge to get it into the vice.

Constable JAMES KIRWAN, examined.

13028. Chairman—You represent the non-commissioned officers of Mayo?—Yes; of the North Riding.

13029. How long have you been in the County Mayo?—Since March 1893.

13030. Where are you stationed?—I am stationed in Belmullet at present.

13031. How long have you been in the force?—Ten years and a few months.

13032. Take the subjects in the order you think important. What is the first?—The first is an increase of pay of at least 1s a day to each head constable, constable, and acting constable.

13033. Tell us the ground on which you seek that increase of pay?—Provisions have been dearer for the last three years, and duty has become harder than it was.

13034. The evidence given before the Committee that sat in the beginning of this year, and also some of the evidence given before us, shows that at least unmarried men in many cases were able to save a little on their pay before the severe time came. Was that your experience?—It was.

13035. Do you think the unmarried men have found it impossible to save money since those troubled times began?—They might save a little, but it would be very little.

[1502]

13028. Was that reported?—No; they are all alike, and we do not know the minute we may be fired at.

13029. But this imperfection of breech and barrel could scarcely occur in every pistol?—We tested them, and found the same deficiency in the whole. Looking through them you would see the verge of a sixpence between some of the chambers and the barrel. They are not at all suited. I have seen a little one not one-third as long, and it would make a bull's-eye at 100 yards, but with ours there is no trace of where the bullet would go. If we got Colt's revolver it would be quite accurate.

13030. Chairman—What is the next matter?—The appointments we get are of raw leather, and it takes two or three days before new appointments are fit to be used. We must take the oil out of them, dry them, ink them, and handle them until a skin is raised. They then have to be blacked with ink and copra, paste and finish.

13031. What do you propose?—That we should get varnished belts for both infantry and cavalry. Half our time is taken up cleaning the present belts. If a man is being murdered within 50 yards of the barrack, and a shower of rain comes on, a sub-constable who has finished his belt may be unwilling to put it on and go out.

13032. You spoke about men coming on temporary duty to your barrack being obliged to pay for cockney, 2s. 6d.; for what did that become necessary?—These men came as an addition to the force we had, and they had to get their own delfs, cups and saucers. In three days' time there was another telegram ordering them back.

13033. Is it 6d. a fair sample of the expenditure rendered necessary in going into men like that?—It would amount to more sometimes. They had to buy a knife and fork, and butter-cooler, a cup and saucer, a plate and tumbler.

13034. That was partly the result of leaving the knife and fork behind?—The men might have been out on duty and transferred by telegram, and perhaps when they came in they had to leave instantly. They have been like crows flying for the last three years. The agitation was the cause of it, and the men saw it was unavoidable to a great extent.

13043. Why is it that the troubled time you have gone through has had the effect of making your pay insufficient?—There is a great deal of expense incurred by men going to different places, and they will not get provisions at the same price as other people.

13044. They will not get provisions at the same price as others when they go on expeditions?—They will not.

13045. Do the new temporary allowances that have been made lately, and that you now enjoy when doing those duties, meet the extra expense?—I think they would, if made permanent.

13046. Suppose you had a hard time of trouble again to undergo, do you not think that those allowances which are now given you would enable you to get through that time without feeling the inadequacy of your pay as much as you felt it during the late time?—That would meet the expense as far as knocking about would be concerned.

13047. I am only talking about that?—I think that would be sufficient.

13048. You spoke of some other grounds for finding the pay less adequate than it was before the time of trouble. State the other arguments that you have?—Provisions have become dearer lately.

13049. Mr. Holmes—When you say that pro-

Sub-Constable
John Tennant.
11 Oct. 1893.

Constable
James Kirwan.
11 Oct. 1893.

Constable
James Kinnon.
—
11 Oct., 1889.

violence have become denser, do you mean to say that you, as a policeman, are charged more than the community generally owing to the hostility of the people to you, or do you mean to say that prices all round have gone up?—Prices all round have gone up.

13060. Irrespective of the fact that you are a policeman, and that the people are hostile towards you?—Yes.

13061. Are you quite certain that the prices of provisions have gone up since 1874 when your pay was increased?—I am.

13062. Give me some instances?—When I was meat-man in Kilkenney I was paying 6d. per lb. for meat, and now it is 8d. per lb. in Belmullet.

13063. When were you in Kilkenney?—From 1872 to July 1876.

13064. Mention some other articles of food the price of which has gone up within your experience in the last eight years?—Butter in Kilkenney was from 7d. to 8d. per lb.; it is now 1s. in Belmullet.

13065. Can you mention anything else?—Eggs would be proportionately the same—about 5d. and 6d. a-dozen, and they are 1s. in Belmullet at present.

13066. It is a curious thing that Returns which have been furnished to us from the Commissariat show that the prices of provisions, as a general rule, are somewhat lower in the year 1882 than in 1874?—I do not know but provisions may be at the same price down there still. Where I am in Mayo is a very backward place.

13067. Were you satisfied with the increase given to your pay in 1874?—Perfectly, at the time.

13068. When did you begin to think it was insufficient?—Since the land agitation commenced. The first time we commenced to feel it was when we could not live as well as we used to do formerly.

13069. In consequence of your being charged higher prices?—Yes.

13070. It was not in consequence of the fact that prices had gone up in the country, but that you, as policeman, were charged more than ordinary people on account of the hostility of the people to you?—I think both together.

13071. What is the next question you would like to bring under our notice?—The equalisation of pensions for the men who joined since 1866 with those who previously joined.

13072. What are your reasons for making that proposition?—I believe that if the pension were regulated according to the Act of 1866 a man could not live respectably when he got out of the force on a pension, no matter what grade he belonged to.

13073. Suppose the only Pension Act was the Act of 1866—that there was not a better Act in the service—do you think the men would be discontented with the scale of pensions under that Act, or do you think the present discontent arises, to some extent, from the fact that you, the men who joined since 1866, are comparing yourselves with the men under the better scale of pensions who joined before 1866. Do you not think that what makes you to some extent discontented is that you are not in as good a position as the men who joined before 1866?—I believe it has a good deal to do with it.

13074. It is a question of comparison?—Yes.

13075. When you joined the force were you aware a change had been made in the scale of pensions?—I was not.

13076. Do you think the men, as a rule, were aware?—I do not think they knew anything about it.

13077. Are you aware that the scale of pensions under which the men who joined the force before 1866 are pensioned is a much better scale than that enjoyed by any other police force in the United Kingdom?—I could not answer that question, because I do not know it.

13078. Chairman.—Are you aware that it is established on a totally different principle; in point of fact, that whereas all the other forces in the kingdom get only a certain proportion of their pay, something like thirty-three-fifths at the end of their service—the most is two-thirds—the older members of the two Irish police forces are the only individuals that get a pension equal to their pay, all the others getting only a proportion of their pay?—But I understand that all those forces are paid better than the Irish forces.

13079. I understand from the answer you have now given what you seek is not that your pension should be equal at any rate to the new pay that you seek, but that your pension should be larger than it is now, and sufficiently so to make it satisfactory?—Yes.

13080. Pass to the next point?—We ask that a lodging allowance be given to married men not accommodated in barracks.

13081. What is the average amount paid for lodgings in your country?—It varies, according to the house, from about 7l. to 10l. or 11l.

13082. Do you not think that, if this allowance was given to all married men, supposing they married at the end of seven years, that it would possibly have the effect of inducing men to marry at seven years' service, instead of exercising a little discretion about it?—It would have a tendency to do so.

13083. Do you not think, if anything at all in the nature of such an allowance were given, that it would be reasonable not to give it until a man was ten years in the service, at the same time letting him marry at seven if he liked, but giving him the allowance when a family was beginning to come round him?—I think ten years would be very fair.

13084. Mr. Holmes.—Do you think, if lodging allowance were given to married men, the men at present accommodated in barracks would prefer receiving the lodging allowance and living out of barracks?—I really believe they would.

13085. Mr. Harrel.—That would depend on the extent to which the allowance was given?—Yes, and there might not be proper accommodation in barracks.

13086. Chairman.—Men would become more particular about barrack accommodation if the allowance were given?—I think so.

13087. Mr. Holme.—Assuming the lodging allowance were not sufficient to meet the whole amount of the rent, do you think, under these circumstances, the married men in barracks would prefer the freedom of living out of barracks and asking to get the lodging allowance and be allowed to leave the barracks?—In very few barracks there is barrack accommodation, except for one man.

13088. Chairman.—Do you think that the desire of getting out of barracks and living more free in lodgings would induce many men to try and get out of barracks, and have the small allowance outside?—That would be the tendency of the circumstances, but not the contrary, as, even if he had accommodation outside, he should always sleep in barracks himself.

13089. What is the next subject?—The men ask to be allowed to retire at twenty-five years' service, at a pension of full pay minus one-fifth, and that there be compulsory retirement at thirty years' service, with full pay as pension.

13090. Go on to the next, please?—That all unfavorable records be wiped out after five years' good conduct, and that no unfavorable record tell against a man retiring on pension.

13091. You make a distinction between the effect of the unfavorable record on pension and on promotion. You are willing an unfavorable record should have some weight with regard to promotion for a short time?—Yes, for five years.

13092. But that it should not tell on pension?—Yes.

13093. Pass to the next point?—That extra-pay

or nightly allowance be made permanent, and, instead of putting in twelve hours to terminate at 3 A.M., to be ten hours, not terminating till after 3 A.M.

13064. Go to the next matter?—No man to be held accountable for the acts of another, but every man to be held accountable for himself, except it is proved the senior was accessory to the acts of the junior in some way or another.

13065. That meets the case where young men manage to get drunk behind the backs of older men?—Yes.

13066. Go to the next point?—That clerks in the county and sub-inspectors' offices be allowed monthly remuneration, according to the amount of office work performed, as they are debited from extra pay.

13067. When you talk of remuneration for the amount of work performed, you mean a certain amount should be fixed for the regular time, and then there should be something like overtime?—Yes, for office work.

13068. What would you fix on for a fair number of hours?—The same as would entitle a man to extra pay doing duty outside.

13069. That would vary, the least duty in one place being much longer than in another?—I would say eight hours or twelve.

13070. Would you say that eight hours was a fair amount of work for a man to do in an office in the day?—Yes; and he should be paid for anything over that.

13071. Mr. Heffernan.—But notwithstanding the confinement in the office, are not the men very anxious to get those appointments?—Certainly.

13072. Do they not look to them as stepping-stones towards promotion?—Certainly.

13073. Do you not think they are willing to take the office notwithstanding the increased duty, in the full expectation that they will be promoted more rapidly than if they remained in the force?—Yes.

13074. Chairman.—Go on with the next matter, please?—That 11. be allowed for fuel and light in winter months and 15c. in summer.

13075. Is it with a view of supplying yourselves with fuel for cooking as well as fuel for the guard-room you make that demand?—Generally, they are both combined.

13076. When you ask for the sums you now mention, do you do so because you want to have supplied the cooking fuel as well as the guard-room fuel?—Yes.

13077. Go to the next point?—That head constables and constables in charge of stations be allowed 6 p. per month for fuel and light if married and not having accommodation in barracks.

13078. Proceed to the next, please?—That a head constable, or other constable, in charge of a station be not held responsible for anything occurring in the station during his absence.

13079. What is the rule now?—If there is any fault to be found whilst the constable is absent, he will get into blame, for instance, if a man was drunk and the constable up-stairs doing business.

13080. In that case he would not be absent?—I would put in a proviso that except the constable was present and failed to report.

13081. Mr. Harrel.—Have you found an instance where a man was really proved to be not responsible and where he was punished?—I have not myself, but I have heard of instances, though they never came to my own knowledge.

13082. When you are speaking of holding a constable responsible for the state of his station when absent, you mean where a county inspector goes to inspect in the absence of the constable and finds fault with the general cleanliness and state of the place?—I would not mind the cleanliness altogether.

13083. The general state of good order at the station?—It principally means drunkenness. A

man might be drunk in the kitchen or room without the constable knowing anything about it, and if he was found there the constable would be held responsible for it.

13084. Chairman.—Pass to the next matter?—That a constable be supplied with printed forms for all Returns, showing the dates such Returns are required.

13085. There are two claims mixed up in that; first of all for printed forms?—Yes.

13086. And also a claim to have the time pointed out?—Some of the forms have the dates they should be sent in and others have not. Printed forms should have the date at which they should be furnished.

13087. Mr. Harrel.—Are not there many forms which, from the very nature of them, could not be so dated, forms which are furnished owing to certain circumstances arising for reports?—I do not mean reports, but the actual Returns, and the dates the printed forms ought to be supplied.

13088. Chairman.—Pass to the next matter?—That a head constable or constable be empowered to grant one night's leave of absence to a married man in case of the illness of any of his family.

13089. Go to the next subject?—That married men on transfer to another county be allowed the privilege of sleeping out for a limited time, irrespective of the married men at the station he goes to.

13090. Upon what ground do you make that proposition?—That a married man brings his wife into a strange place, knowing no person, and having to sleep in a house by herself, while he is in barracks.

13091. Go to the next matter?—That is all.

13092. The County Mayo has been disturbed for a longer time than most counties?—It has. It was there the agitation commenced.

13093. The disturbance began there?—Yes.

13094. Have you had much increase to your ordinary duty in Mayo since the disturbance began?—We had.

13095. Does that take the form of protection parties or additional patrols, or both?—Both.

13096. What was the average length of patrol that your men would have had to do in the years 1875-76 in Mayo?—I could not say. I was in Killybegs at the time.

13097. On what ground do you make a contrast between the amount of patrol duty done now and in former years?—There was no patrol except some extraordinary thing turned up longer than three hours, and now there is none less than six.

13098. Therefore it is a variation from about three to six, under ordinary circumstances?—Yes.

13099. Are there any towns in Mayo where beat duty is done?—Yes.

13100. In what towns?—Ballina and Castlebar.

13101. Have you ever done duty in those towns?—No, but I have been in them.

13102. Do you know whether the amount of beat duty done in those towns is larger than it used to be?—No; but it is the six hours' system.

13103. Has there been much protection duty in the county?—There has.

13104. Do the present allowances cover the expenses of protection duty?—That is where the men stop in the house with the party they are protecting?

13105. Yes?—I would say they do.

13106. In those cases, the parties who are protected, as a rule, give the men lodging accommodation?—Yes; there is no necessary expense incurred there.

13107. Except what they eat and drink?—Yes.

13108. Have you heard any statements from the men as to the kind of accommodation they get from country gentlemen and farmers and emergency people, whom they protect, as to whether they get proper bedding and proper rooms?—It is according

Constable
James Kinsman.
11 Oct., 1883.

Constable
James Kurren.
11 Oct., 1892.

to the sort of house the party live. The people they go to do the best they can for them.

13129. Mr. Holmes.—When you joined the force, did you find the duties of a policeman tolerably light?—I did.

13130. Was that your experience up to just before the agitation commenced?—It continued till I went to Mayo.

13131. When did you go to Mayo?—In March 1890.

13132. You had no experience of Mayo before the agitation?—No.

13133. Chairman.—Mayo has become much quieter than it was?—It has.

13134. They say Mayo began to get troubled first, and began to get quiet first. I would like to know, as we have peace in Mayo coming around again, whether you do not find you are getting on better with the people than in troubled times; are not your relations with the people improving?—They are.

13135. Did you find a disposition to overcharge you when you went on duty away from your barracks?—Always, when we went away from our barracks.

13136. Does that disposition continue still very much, though getting more reasonable?—I do not think so in that respect.

13137. Are they getting more civil to you?—They are.

13138. You have experience of Mayo, and it is a favourable experience. I want to know what your experience is as to the prospect of the police and people being fair friends again, as they were in past

times, if there is this disposition to peace and quietness. Do you think they will get back to their old relations?—I think it will take a long time if they do to get back to the relations they were in before this agitation commenced.

13139. Are you getting many recruits to join now?—I only know two to go up since I went to the county.

13140. Have you any reason to think the number of recruits has fallen off?—I have not. The literary qualifications required have somewhat limited the number.

13141. You do not think it is on account of any hostility to the force the number of recruits is not as great as before?—I do not believe it is.

13142. Have you anything else to mention?—It would be a great thing if there were discretionary power given to the head constable and constable in detailing duty to have regard to the inclemency of the weather. There is no option now; the six hours patrol must be performed.

13143. These six hours became necessary since certain orders were issued by the Resident Magistrate?—Yes.

13144. And the remark only applies to the long duty ordered to be done by him?—Yes.

13145. In ordinary times when there were only three hours' duty with a smaller patrol you would not have the same difficulty about sending out men to do it in bad weather?—No. That is what I mean. There should be some discretionary powers left with the man in charge.

13146. In consequence of the fixed six hours being appointed for patrol?—Yes.

Sub-Constable JOSEPH THOMPSON, examined.

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13147. Chairman.—You represent the sub-constables of Mayo?—Yes, for the North Riding.

13148. In what part of the county are you?—Ballina district.

13149. For how long?—Since I joined the police, seven years next month.

13150. Follow the constable's steps, taking the subjects in the order of importance?—Inadequacy of pay is the first. The present pay we have is insufficient for the necessary requirements of a single policeman.

13151. Your pay at present would be 54s. 12s.?—Yes; when I got what I want for the year I am 2l. 2s. in debt.

13152. There are two ways a man may put this. You may put such an amount as you actually spend, or if you gave yourself fair play, you would spend; which of those have you done here?—I will give you my practical idea of the actual expenditure.

[Hands document to Chairman.]

13153. Do you say that that amounts in the year to 58l. 18s.?—Yes.

13154. Does it amount to 58l. 18s. for a man with 52l. as well?—Decidedly so.

13155. Is this the ordinary expenditure, or is it only on expenditure caused by the affairs of the last three years?—It is the ordinary expenditure.

13156. And it is the expenditure also of a single man?—Yes, since I joined the police.

13157. You joined the Constabulary in the year 1875; that was shortly after they got the increase of pay?—The following year.

13158. Are you not aware that after they got the increase of pay they were perfectly satisfied with it?—Yes.

13159. They never said at that time a man of 52l. would have to pay 58l. 18s.; that case was never made?—No; but the men who joined the

police prior to 1874 lived in accordance with the times, while the men who joined since then have differently, in accordance with the present times.

13160. As I understand, according to all the evidence we have heard, for a considerable time after 1874 all the men, whether they were old or young, were satisfied with the pay, but according to the case you make they would get into debt?—Yes, and I had got into debt.

13161. Are you aware that many of the men have informed the Committee that sat before us, and many men who came to us, have stated that single men were able to save a little money on their pay?—So they may, and if I wished I could save a little money, but then I would be depriving myself of the necessities of life.

13162. The next step to take is just to go a little into detail; you take the diet and the expenditure for diet of a single man by the month?—Yes.

13163. You divide it into breakfast, dinner, and certain other things, and you make out the expenditure on diet for the month to be 3l. 11s. 11d.?—Yes, for more alone.

13164. You include in that breakfast and everything you have for breakfast?—Yes.

13165. As a matter of fact, has a sub-constable in Mayo been spending during the times we have passed through 3l. 11s. a-month on diet?—Yes; because I have been mesoman myself. I was mesoman last month, and some four months ago I was also mesoman, and had to charge the men when we made up the full amount 2l. 7s. each, irrespective of butter, eggs, or anything else.

13166. Is it 2l. 7s. for breakfast and dinner?—Yes, and tea.

13167. Irrespective of those extras you have spoken of?—Yes.

13168. How do the extras bring it up from 2l. 7s. to 3l. 11s. 11d.?—I did not include butter.

13169. You have down butter 5s.?—In that of

course; but not what I am speaking about—the 2l. 7s. for a man's mess.

13170. *Mr. Harrel*.—You are speaking of the actual mess now?—Yes.

13171. *Chairman*.—What amount do you put down for butter?—4s. a month, at 1s. 6d. per lb.

13172. You have 4s. here. Go to the next item?—Then, as the duty is getting as very severe, a man would want an egg or two in the morning, or a bit of mackerel. As these things do not go into the mess, a man must provide them out of his own pocket.

13173. What will that come to in the month?—Another 1l. easily.

13174. You have eggs down at 3s. 9d. for the month?—Yes.

13175. The bacon and the other things would be 1l. 7s.—I mean to take the two together.

13176. Bacon and eggs for breakfast?—Yes, and butter.

13177. You have butter down at 4s.?—What I mean to convey is that the cost of the whole would be 1l.

13178. The extra cost for breakfast would be 1l. 7s.—Yes, irrespective of the cost of the mess.

13179. *Mr. Harrel*.—That would be 3l. 7s. a month for what a man would require to eat?—Yes.

13180. *Chairman*.—Yes; but I confess I would like to know what this 1l. for breakfast is made up of. First, there is 4s. for butter?—Yes.

13181. You have down 3s. 9d. for eggs?—I am not going by that now.

13182. I am testing your evidence by this means. How much for eggs?—It would be 5s. for eggs.

13183. You have two eggs each morning here?—I did not write that, Sir. If you give me that, I would rather deal with it than have you to check it.

The average cost since I have been mesman is 2l. 7s. a month. Then the extras required by an ordinary man to keep up life would amount to another 1l.

13184. But I would like to know what makes up the 1l. 7s.—The first thing I put down is 4s. for butter.

13185. And 5s. for eggs?—Yes.

13186. Is not that too much?—Eggs at 1s. 6d. a score, two eggs each day, and thirty days in the month—that would be 5s.

13187. Go on to the next?—The two items would be 9s.

13188. You are forgetting the bacon?—I get 3 or 4 lbs. of bacon at 10d. per lb. the very lowest; that would be 3s. 4d.

13189. What else will bring it up to 3l. 11s. 11d.?—You may as well put down 6d. for blacking and soap.

13190. These are not included in the other column?—No.

13191. Very well. That would bring the amount up to 12s. 10d.?—Yes.

13192. That would be 2l. 19s. 10d. for eating and drinking. Have you included in that beer?—No.

13193. Is it usual to take beer?—It is, a bottle of stout each day. 5s. for the month.

13194. That is 3l. 5s. We are 2s. 2d. short yet?—I mistake the average in saying it would be an extra 1l. a month.

13195. But in order to come up to your estimate you would have to go farther?—Yes; but I was only speaking about actual food.

13196. Does not it come to this, that assuming the expenditure is 3l. 5s. a month, according as you have calculated it for breakfast, dinner, and tea, everything you would eat and drink, and for soap, that, multiplied by 12, would give 39l. a-year?—Yes. That is only one-half our expenditure. There are other items: boots, stockings, drawers, and a variety of things, hosiery, towels, suits, brushes, a daily newspaper, table-cloth.

13197. These, you say, would amount to 12l. 15s., which, added to 52l., would be 52l. 15s.?—Yes.

13198. Therefore it would reduce the average expenditure, according to the calculation you have since you came into the room, from 58l. to 52l. 15s.?—Yes.

13198*. If that be so, do you not think, with a little care at the beginning, to put it at the lowest, that a sub-constable, on joining in quiet times, would be able to live on his pay?—I can live on it, but no more.

13199. Pass on now to the next matter you would like to mention?—Have I satisfied you about the claim for 1s. a-day? In calculating the extra 1l. for the necessities I went within 2s. 2d. of it.

13200. Go on to the next matter?—We want equalisation of pension with those who joined before 1866.

13201. Suppose the pay was not raised, and there was no change made as to pay, and you got to be constable, your pay as constable would be 52l. 15s.; and suppose you retired as constable after thirty years' service, at the present pension to which you are entitled, you would have 43l. 13s. 6d.?—Yes. That would be at the commencement of the twentieth century, and if we look so far that would be very small to support me, supposing I go out as a constable.

13202. Suppose you had a much better chance of going out as constable than you now have, in consequence of improvement in promotion, and your position was improved generally, to put it more in your power to save a little money, there would not be the same necessity to go the length of raising pension to the level of pay. You admit that?—I do; but if there was such a thing as a temporary rise given now, in order that the man serving at present may get the benefit of it, we do not want the full pay as pension on that.

13203. You do not seek a pension to be calculated on any increase of pay you may get?—That is what I want to convey.

13204. Therefore it is not that the principle should be applied of giving men the same pension?—No.

13205. What you want is an adequate pension?—Yes, in order that a man may live and thrive when he gets out.

13206. *Mr. Holmes*.—When you joined the force, were you aware that the scale of pensions had been altered?—When I joined the police I was not cognisant of the rules or regulations, and I was three years in Castlebar before the idea of pension entered my head.

13207. When recruits join now, are they told all the conditions of their service?—They are not. A recruit knows nothing about the police. He is five or six years in a county after he leaves the Depot, and the idea of pension never enters his head; and to speak to him about the 1847 Act or the 1866 Act, he knows nothing about either.

13208. *Chairman*.—Do you wish to bring any other argument forward on the subject of pension?—No.

13209. What is the next subject you wish to bring forward?—Lodging allowance for married men.

13210. *Mr. Harrel*.—What sum do you suggest?—10l. a-year.

13211. Are there any married men at your station?—One.

13212. What does he pay?—I could not say.

13213. *Mr. Holmes*.—Are you aware that a lodging allowance for married men is not given in any police force in the kingdom?—It is given in our force.

13214. How?—To officers.

13215. Not as married men?—It is not given to them as married men. I do not know anything at all about any other police force.

13216. Now that you have heard from me that a lodging allowance is not given to married men of the police forces in England or Scotland, what

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special grounds can you state why such an allowance should be given to the married men of your police force?—When the requisitions of the service gave men permission to get married, and when a man gets married in the service, he makes a home of it; the service has him; he actually belongs to the service then, because he cannot leave it. When he gets permission to get married in the police force, I think it would be only reasonable to say, if he did not get barracks accommodation, he should get lodging allowance.

13217 Would not that be an equally good argument for giving it to the married men in England?—We cannot advocate their case.

13218 Assuming your pay as a single man was adequate—that you were fully satisfied with it as a single man, and that you were able to live by money, if you lived prudently, why should you, if you desire to get married, expect that the State should practically increase your pay by giving you a lodging allowance?—The more I advance in years, when I get married, the greater stake I have in the State, and they owe me the more; but when I am a single man, I can resign, and go where I like. When I am a married man I make the police force my home. I consider the Inspector-General my father and master the remainder of my life. A man, when he gets married, has a family and increased responsibilities, so that he should get a little increase of pay.

13219 Now, do you think a man, with ten children, ought to have a higher allowance than a man with two?—No. But to cut my pay 10s. a-month now, as a single man, by putting me out of barracks, I would think very strange, and a man has to pay that for lodgings. A married man, with a wife and family to support, should get an increase, and not suffer a decrease.

13220 Proceed to the next subject?—That the nightly allowance of 4s 6d extra pay be made permanent, to be calculated by ten consecutive hours' absence from the station, terminating after 3 A.M.

13221 Mr. Howell—The present rule, to entitle you to the allowance for a night's absence, is, that you must be absent twelve hours, and, of the twelve, six must be between 9 o'clock at night and 3 o'clock in the morning, or, in other words, include the hours between 9 P.M. and 3 A.M.?—Yes.

13222 If a man left his barracks at 10 o'clock, he would not get the night allowance if he returned before 10 o'clock the next night?—That is a fact.

13223 Do men leave their barracks after 12 o'clock to be absent for a period of fourteen or fifteen hours?—Yes.

13224 Under what circumstances?—From the station I belong to we have to go 6 miles to Ballina. When men go on duty out of Clonsilla, their tents leave at half-past 1, going to Westport, Ballina, Balla, and Castlebar.

13225 When do they return again?—By 11 o'clock the night of that day. They are deprived of nightly allowance simply because they did not leave before 9 at night.

13226 Does that frequently occur that the Clonsilla men leave their barracks at half-past 1 in the morning to go for a day's duty, and return next morning?—I never saw but one instance of it.

13227 That is an exceptional circumstance?—Only one instance of it is all I ever saw.

13228 But one instance would scarcely affect a general rule as regards an allowance for a night. Would not this modification of the general rule meet every ordinary circumstance? Supposing men got a night's allowance for twelve hours' absence, three of which were between the hours of 12 o'clock midnight and 3 A.M., would not that meet every case in which they are entitled to the 4s 6d?—It would. Let the number of hours be twelve, and let it pass over 3 o'clock in the morning without saving three or four hours before the time; because

I may have to go on patrol from my present station to protect a man perhaps 6 miles off, and the patrols will go out at different hours.

13229 Do you mean patrolling in your own sub-district?—Or protection duty.

13230 Mr. Holmes—Were not these allowances given to meet actual expenses and not to enable men to put the money into their pockets?—Yes.

13231 If the change you propose were carried out, would it not often happen that the men would pocket the money, and would not be called upon to incur any expense?—I would not say that.

13232 Mr. Howell—Surely, if you leave your station at 4 o'clock in the morning you would not go to a distant town to go to bed?—But I am talking of the period commencing before 3 A.M. If I left my station at 3 o'clock and had to walk 10 or 12 miles, or go 20 miles by train, I would not go to bed when I arrived.

13233 Then why should you claim the allowance intended to cover the expense of a bed?—I know, but the following week I may have to leave my station at 6 or 8 o'clock at night, and you have to balance one with the other.

13234 Mr. Holmes—Now deal with the next subject?—Extra pay. 1s. 6d. for eight hours necessarily absent on duties except warrant and patrol duty is granted at present, but only for six months, and we want to have it made permanent.

13235 Mr. Howell—That is another of the rates of extra pay which you wish to be made permanent?—Yes.

13236 Mr. Holmes—Go to the next point?—That there be optional retirement at twenty-five years' service and compulsory at thirty, and that there be no time required of a man, no matter what his rank is, to serve to entitle him to the pension of the rank he holds on retiring.

13237 Supposing the maximum pension granted was two-thirds of the pay, would you still ask that a man should be compulsorily retired after thirty years' service?—Yes.

13238 Although he would only get two-thirds of his pay, and might be fit for active service for some years longer?—Yes, merely for the good of the service, to give junior men a chance of promotion.

13239 What is the next matter?—Unfavourable reports.

13240 What is your proposition about them?—The total abolition of them after three years' good conduct.

13241 Then you differ from the constable?—Yes.

13242 Go on to the next matter?—Each man to be held accountable for his own acts, and in no instance should a constable be punished for the act of a junior. Supposing I and another sub-constable go on duty together, if he gets drunk let him pay his own penalty, not to have me paying it for him.

13243 What is the next point?—That promotions go by all Ireland and not by counties. For instance, in the counties of Louth, Wicklow, Kerry, and Down, men are promoted at four or five years' service, whereas in Mayo and other counties the average service at which men are promoted is about fifteen years. So of course a change of county inspectors would make a great difference to a man in promotion.

13244 How is it that the period of promotion is so short in the counties you have named?—That is in accordance with the taste of the county inspectors. Then what I respectfully suggest is that any man who would be recommended by his officer and considered eligible by the county inspector for promotion should be sent to the Depot, and let him be there and then examined in police duties, and whatever would be necessary for the rank of constable. Then give him promotion, but do not have it by counties as at the present time.

13245 Go on, please, to the next question?—That an annual allowance be granted to sub-inspectors

and county inspectors' clerks of 10L a-year. They have very onerous duties to perform by day, and as a general rule they have to perform poiced duties at night.

13246. Is it not the case that notwithstanding those onerous duties the men are very anxious to get the appointments?—I myself had experience of the duties for two years in the troubled times, and I know I would not go back as sub-inspector's clerk if I got 10L. It was in one of the most troubled districts in Ireland, Claremorris, in 1880 and 1881. The increased clerical work I had then I would not undertake to do again.

13247. Still is it not the fact that those appointments are looked upon as prizes?—Yes. Men are ambitious in a certain measure to get them.

13248. *Chairman*.—Go on to the next subject?—That roll-call be at 10 a.m. all the year round.

13249. What is the next?—County inspectors ought not to have the power of fining men.

13250. *Mr. Harrel*.—As all?—Yes.

13251. *Chairman*.—How would you have it done?—Let the Inspector-General fine them.

13252. Would not it come to this, that it would be done on the responsibility of the report of the county inspector, so that in reality it would be the county inspector who would be fining a man?—The reason why I say it is that at the present time a man will get his expenses which hitherto he would not in connection with transfer from one station to another, unless it is as punishment. All the county inspectors has to do is to come to a station and find fault with a man for not having his memorandum book, or for some trifling thing, and fine him 2s. 6d. and then transfer him.

13253. Is it not so much the fine as the result of the fine?—Yes.

13254. But he could transfer a man without the fine at all?—Yes; but the man would be paid his expenses then.

13255. What you want to do is to take away the power of transferring you as a punishment?—What we want is not to fine men.

13256. *Mr. Harrel*.—You want to take away the power of punishing by the county inspector, inasmuch as it is not the punishment only but the additional power of transfer?—Yes. Look at the County Mayo, where a man may get 40 miles of a transfer before the county was divided. The county inspector may turn about and find fault with a man stationed at Ballynahone, fine him 2s. 6d. on parole, and say, "I will transfer you to Belmullet at your own expense." When a man is transferred on punishment, let him be paid his expenses, unless it is by the order of the Inspector-General.

13257. Go on to the next point?—We would have the force under the sole management of the Inspector-General, and no person outside the Department to have any authority to issue orders either concerning duty or discipline.

13258. What is your experience on that subject?—An order has been issued by the Special Resident Magistrate that each man has to do six hours' duty every day, that is, duty outside his barrack. Quoting myself for one, when I perform that six hours' duty as a policeman I am more or less

reluctant in doing any more duty when I come in and say to my constable, "I have the six hours' done." We will assume that a report of an outrage reaches the barrack. When I have my six hours' work done I do not go out with that willingness that I used before the six hours' system was established.

13259. What you complain of is that the six hours' duty is too heavy?—Yes, because no man can lay down the rule of a particular number of hours for a policeman's work, except in a town where ordinary beat duty is kept up. In a rural district it would be utterly impossible to say a man has to do a certain number of hours' duty each day.

13260. Is that because an emergency may arise which you have to attend?—Yes. Mayo is an uncertain place; we cannot tell the time a report of an outrage may reach the barrack; and would not I be reluctant, after my six hours' duty, to go out again?

13261. Go on, please, to the next matter?—Courts of Inquiry is the next subject.

13262. What change do you wish made in them?—That the officers be sworn, and that no man be punished for his evidence, whether for or against the prosecution. Every man generally, as a rule, is guided by the dictates of his own conscience, and no man ever will perjure himself even for a comrade.

13263. Go to the next point?—That a constable have power to give a married sub-constable in case of the illness of his wife or any member of his family, if he is on duty as barrack orderly or if he is not, permission to go to his family. Of course, if a sub-constable is barrack orderly for the night and his wife gets sick, the constable has no authority to let him out; he may incur a penalty if he does. If a sub-constable has not leave to sleep out of barrack the same penalty is incurred when he is let out, even though he is not barrack orderly.

13264. What is the next matter?—There should be a mounted head constable for the Depot to fill the vacancy there.

13265. Have you anything else to mention?—The authority of the officers is very much interfered with and diminished. The Special Resident Magistrate gives orders over their head and contradictory to their orders.

13266. Can you point to any case where that was done?—Yes. There is a case where the county inspector had given certain orders for patrolling and the Special Resident Magistrate about a month afterwards issued orders quite different, contradicting the county inspector's orders.

13267. Were those second orders communicated through the county inspector?—No. They were sent by the Special Resident Magistrate direct to the sub-inspector, and communicated by him to the men.

13268. When you make those statements are you merely stating your own opinion, or do you represent the feeling of the men on this subject?—I can show you two or three dozen of letters that I have got from different men in the county on the subject.

[The Committee adjourned.]

Sub-Constable
J. Thompson.
11 Oct., 1882.

TWENTY-SEVENTH DAY.—12TH OCTOBER, 1882.

Present:

Mr. R. W. A. HOLMES, and Mr. D. HARRILL, R.M.

Constable MICHAEL KEATING, examined.

Constable
M. Keating,
12 Oct., 1882.

13266. Mr. Haines.—What position do you hold in the force?—I am county inspector's clerk for Mayo South Riding.

13267. Do you represent the county inspectors' clerks for Ireland?—Yes.

13268. When did you join the force?—The 16th July, 1869.

13269. When were you appointed to your present position?—On the 1st June, 1879.

13270. I now leave you to Mr. Harrill, who has such great experience of the force, and I may say without whose assistance this inquiry would not be so complete as I trust it has been?—Very well, Sir; I will answer any questions.

13271. Mr. Harrill.—Do you wish to make any statements on behalf of the force generally, or do you wish that your evidence should be considered only as that of the representative of the county inspectors' clerks?—The latter.

13272. In the order which you believe the different matters affecting the clerks are important, will you tell us what your ideas and suggestions are?—I will.

13273. Bear in mind that we have very fair knowledge, as a Committee, of what the present position of county inspectors' clerks is, and we want to know, as fully as you like, the suggestions you have to make on their behalf, and the reasons for those suggestions?—I will be very brief; I have not much to say. There are very few points. The principal one is that the county inspectors' clerks of Ireland consider they are not sufficiently paid for their position.

13274. I believe that a county inspector's clerk nearly invariably holds the rank of constable?—Almost invariably.

13275. And he receives the ordinary pay of a constable?—Yes.

13276. He also occupies the position of assistant storekeeper of the county?—He does.

13277. And for that he receives the sum of 71. 10s. a year?—Yes.

13278. Out of that 71. 10s. he is obliged to expend certain sums from time to time, for firing for the store, and also for different items in the way of repairs to clothing, and keeping the arms and accoutrements that may be in the store in good order?—Yes.

13279. On the average, within your experience as a county inspector's clerk, what have you expended annually on such items?—My monthly expenditure would be about 13s. or 14s.; so that my annual expenditure would be 160. or 120.

13280. That has been your annual expenditure?—It has. Some months it would be a great deal more, for instance, one time when I was in Limerick as county inspectors' clerk, the old clothing was for a considerable period allowed to be over without being sent to the Depot, and, in consequence, it got into a very bad state.

13281. Do you mean by the old clothing, the greatcoats and the clothing of men discharged and retired, in which there was still some wear?—Precisely.

13282. You are responsible for receiving that from the district?—Yes.

13283. In this particular district it was allowed to lie two years before being forwarded to the Depot?—Yes.

13284. The clothing suffered a good deal during that time?—Yes. It was bad when it was taken into store, I have no doubt, but still we are bound to receive it, and it suffered very much in store from damp and moths, and everything else. So that when it was called up I had to employ two tailors in the store for three days at a cost of 12. 10s.

13285. That was an exceptional expenditure?—It was; but that expenditure occurs whenever clothing is being sent away. It is not perhaps so heavy, but more or less must be expended.

13286. Of course, I need not remind you, but still it is necessary it should be put down here, that if you believe the clothing not to be in good order you notify that to the officer of the district, who is responsible for taking it up from the men in good order?—That is a fact.

13287. And he has the option of either having it repaired or authorizing you to repair it at his expense, recovering the amount of the men?—Yes.

13288. So that, in point of fact, you could scarcely say that as regards repairs and alteration of clothing received, that you are responsible beyond what damage may occur from its lying too long in the store. Would not that be so?—It would, but there were certain instances in which men were dismissed at a day's notice, and their clothing thrown there. The sub-inspector could hardly be accountable for the clothing of such men.

13289. But still the regulations of the service hold him responsible. A dismissed man always has to receive some pay, and before a sub-inspector pays such a man he is bound to see that all articles belonging to the public are handed over in good proper order, having regard to the state of repair of the different articles?—Certainly.

13290. Mr. Holmes.—Do I understand you to say that a county inspector's clerk becomes a constable by the fact of his appointment to the post of clerk; even if he had been a sub-constable before?—Not necessarily. They hold the position as sub-constable, acting constable, and constable.

13291. Mr. Harrill.—In most offices in Ireland there are assistant clerks?—There are.

13292. And assistant clerks are provided as vacancies occur from a list kept by the Inspector-General?—Yes.

13293. A man must have attained a certain service in the force before he can become an assistant clerk?—He must, at least five years in a county.

13294. After he has become an assistant clerk he is usually promoted if he is found efficient?—That may be as a matter of course. It may be as the county promotion list goes, and not specially.

13295. At any rate, he has to serve some time as an assistant clerk before his turn would come for a vacancy for the County Inspector's clerkship?—About eighteen months generally.

13296. Supposing he had not received his promotion until his turn on the list came, he is

Constable
M. Keating.
—
12 Oct., 1882.

usually made an acting constable when he gets the responsible position of county inspector's clerk?—As a matter of necessity. I have seen county inspectors' clerks sub-constables, but their position was generally remedied in as short a time as possible.

13299. And, again, he generally gets the rank of constable within a short time after he has been promoted to acting constable?—He has to take his turn for that.

13300. But an acting constable only usually occupies that rank about eighteen months?—Yes.

13301. Mr. Holmes.—What is your pay now?—72l. 16s.

13302. Mr. Harvel.—To take up the subject of expenses incurred as assistant storekeeper, have you at your own expense to provide a fire in the public store?—I have. I would prefer to deal first with the position of county inspector's clerk, for which I have nothing at all extra to my position as a constable.

13303. Mr. Holmes.—And the pay that attaches to it?—Yes.

13304. Mr. Harvel.—Take the subjects in your own order, please?—We consider the position important and trustworthy, and we ought to have some extra remuneration or extra rank for it. To meet this we submit that the chief clerk should be appointed head constable.

13305. The chief clerk should be appointed to the temporary rank of head constable?—Yes, with the pay and uniform attached to the rank. As a precedent for this demand I may mention the Deputy and store.

13306. That would be an addition to your pay of £8 a year in round numbers?—Yes.

13307. Mr. Holmes.—If you had not been appointed to this post, you would still be, I presume, a sub-constable?—I would not; I lost considerably by my being appointed county inspector's clerk.

13308. Will you explain how?—I came to this office in Mayo on the 1st February, 1878, from the County Cavan. I served one year in the office before I was promoted. I then had about eight years' service. I served one year in the office as supernumerary clerk. In March 1879 I was promoted acting constable.

13309. Your pay was 54l. 12s. after eight years' service?—Yes.

13310. You had that in the County Cavan?—I had.

13311. Then you were promoted to what office?—I came to the office in Mayo in February 1878 as supernumerary clerk without any special matter in it only that they required an extra hand. I worked one year before I got promotion. Had I remained in Cavan I would have been promoted six months earlier. That is according to my county inspector's statement, and the man who was with me was.

13312. Within what period would you have been promoted if you had remained in Cavan?—In six months' time, and I served twelve months in Mayo.

13313. But you are now a constable, not an acting constable, and therefore in a better position?—I would be a constable sooner than I got the rank in the county inspector's office. The same constable whom I would follow in the list was promoted eight months before I was.

13314. Mr. Harvel.—Is he also a county inspector's clerk?—He is now, but he was not at the time of his promotion.

13315. Was he transferred on his promotion?—No; he got the post of supernumerary clerk or occasional assistant in the town of Cavan.

13316. He occasionally assisted in the office at the time he was promoted?—He worked occasionally in the office.

13317. In point of fact, is it fair to establish a parallel between your case and his, inasmuch as he, on account of doing clerkship duties in the office,

may have had some exception made as regards his promotion?—Really, we do not recognise that at all. I do not think there was any exception at the time I was in the office at all. I had been a working man in the County Cavan, and by the county inspector's statement he would have promoted me.

13318. So far as you are concerned you might have obtained your promotion in a shorter time by remaining in Cavan, and, at least, you obtained no advantage by going to Mayo?—Yes. That is what I want to convey. My position at the office brought me no advantage. I lost more by it. Had I got my promotion in eight months the same as the other man I could have gone up for the select list, and I would have promotion as head constable now. Nor can I go the next time. My work is so severe, so constant and heavy that I can scarcely take time to look at anything beyond the business before me.

13319. And you labour under the disadvantage of not competing for head constableness on the select list?—It is a great disadvantage.

13320. Go to the next point, please?—You know, I presume, what the duties in a county inspector's office are—that they are very constant and severe. Our hours are from about half-past 8 A.M. to 8 P.M.

13321. Have you an assistant?—Yes.

13322. More than one?—One assistant, and an authorised help.

13323. Mr. Holmes.—Did you know what was the nature of the duties of the office before you took it?—I did not.

13324. Mr. Harvel.—When you alluded to the select list, you had, as a county inspector's clerk, independent of the select list, certain advantages as regards competing for head constableness. I do not say they may be apparent in your case, but there are certain advantages attached to the position of clerk competing for head constableness?—I want to deal first with the position of county inspector's clerk, and show that I have nothing for it.

13325. Go on in the order you like?—For the last three years our work had been something fearful. We work early and late, and are never relieved of responsibility. All protections for the Sheriff, emergency men, gwallmen, and all expeditions, are furnished in the office. The responsibility is heavy, inasmuch as the least mistake on my part would set the whole thing astray, as perhaps has occurred once or so in other places, where an expedition of 100 men might be thrown out of their way, and sent at a wrong time, and at great expense and inconvenience.

13326. That is proof of your responsibility. In speaking of your responsibility that is your responsibility to your county inspector. In reality, the responsibility rests with him?—Yes, but he holds me responsible. There is not a Sunday for the last three years, with, say, a dozen exceptions, that I have not worked in the office. In a heavy county like Mayo, we never can afford to let one day's work overtake another.

13327. Have you not been relieved somewhat from that latterly by the division of the county into two ridings?—I have considerably for the last three months.

13328. Then that heavy pressure you referred to does not exist at the present moment?—It does not.

13329. Now please proceed with your argument?—Contrasting my position with that of the ordinary constable, I hold, and all of my class are of opinion, that we should have something for it extra.

13330. You have suggested the temporary rank of head constable. Do you mean anything in addition to that?—No; I do not mean anything in addition.

13331. Mr. Holmes.—Contrast your position with that of an ordinary constable?—The pay of an ordinary constable is just the same as mine, and, contrasting his duties and mine, I think I have

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shown at least that my work will be something sweeter than his.

13333. Mr. Harrel.—Admitting that it requires peculiar qualities and peculiar intelligence to fill the office you now hold, and also that the duties are arduous and responsible, of course you bear in mind, as regards being subjected to severe matches and the exposure to severe weather and also night work, that you at least occupy in these respects a more favourable position than the ordinary constable,—you always have your night in bed, and although your hours may be longer, still they are regular?—That might be; but I hold that a clerk bent over his desk, and his mind and faculties concentrated on the work, columns of figures before him, the return he is compiling or the writing he is doing from morning till night, unable to move a single step without devoting his attention to it, is far more unfavourably circumstanced than a constable doing his ordinary duty, whose mind is free. The wear and tear is different.

13334. I am not comparing the two now; but there is something to be said on both sides, although, in your opinion, the preponderance is to be said in your behalf?—I hope so.

13335. Pass on, please, to the next point?—I should hope it is apparent that the great weight would lie on my side. You are aware that constables in charge of a station are not, as a rule, very clever men. They are clever in their own way, and may do as much as I would in mine; but, as a rule, they would not be able to fill my position.

13336. I observe that your position requires exceptional qualities; but still there is always something to be said on the other side, too?—There is; but it is generally admitted that my position is the most important one in the county, and I have nothing for it. It brings me nothing whatever, only hard work and heavy responsibility, and having regard to its confidential and trustworthy nature and the positive kind of duty we have to perform, and all the important matters that pass through our office, I think there should be some inducement held out to men to regard the position higher, and look more closely to its importance than at present.

13337. Do not the observations as regards arduous duty apply particularly to the last two or three years and in some counties. Have you experience of what a county inspector's clerk had formerly to do?—I have.

13338. Were the duties of an arduous character?—They were. I may say, though, that the Returns have increased, and they did not then allow the assistance they do now.

13339. Do you know that, with the exception of certain fixed periods of the year when the quarterly and half-yearly and annual Returns were being furnished, and also at the times of the month when district Returns were being checked, the county inspector's clerk in former times would do his work in three hours a day?—That may have occurred in small counties, but it could never have occurred in Mayo, I am sure.

13340. You have put that forward sufficiently now?—I could not dwell too much on that; it is the principal thing I came here to advocate.

13341. Go on, please, to the next point?—You mentioned peculiar advantages with regard to the select list.

13342. What I said had not reference to the select list; but I said that, as county inspector's clerk, you had some advantages as regards promotion to the rank of head constable; that is to say, at sixteen years' service, and with six years as a clerk, and five years as a constable, you would be entitled to pass a qualifying examination for the rank of head constable. Is not that so?—It is.

13343. Supposing that no select list existed, would not that give you an advantage, generally speaking, of from five to six years' service over an

ordinary constable of the force?—It would, some four or five years.

13344. Then, after all, would you not call that a very substantial advantage attached to your position?—But that advantage is simply nil now.

13345. Why?—It is nil since the select list was brought into force. The advantage vanished the moment the select list was brought in, and left us at a great disadvantage.

13346. It does not take anything from you that you formerly possessed, but it places other men in a more advantageous position than they were in before?—I hold that it places us at a disadvantage also.

13347. How?—By a section of the Code clerks had, as you remarked, to have sixteen years' service and hold the rank of constable five years before they could be promoted.

13348. But then they passed a qualifying examination?—Yes.

13349. Show how your position is prejudiced by the establishment of the select list?—There is no limit placed to the service, and a constable, say, of six years' service, can go forward for his examination.

13350. That is under the select list, and he must compete for it?—Yes.

13351. That opens a more advantageous position to certain members of the force; but how does it prejudice your's?—It places another man in a more advantageous position.

13352. But how does it place you in a position of disadvantage as regards the former regulation?—I think it very hard to have a limit of service put in the case of clerks when in an ordinary case it is not put at all.

13353. Is not it so that you, although a clerk, can take advantage, if you think proper, of competing for the select list?—Certainly I may, if I have time to prepare myself.

13354. Mr. Heffernan.—Is it not the case that the office of county inspector's clerk in one that is coveted by the members of the force?—I think it is.

13355. It is looked upon as a prize?—It is looked upon as very important, and something more than the position of an ordinary constable.

13356. If the post is so arduous a one as you have described, and holds out so few prospects of promotion, how is it that men are so anxious to get it?—They are not very anxious now to get it. Before the select list came into force, they were; but since then the advantage of the position is simply nil.

13357. Do not say "simply nil." You still possess the advantage over an ordinary constable of obtaining promotion four or five years sooner. But you may not be in a position so good as the constable who obtains it from the select list?—I respectfully submit we do not hold the advantage of obtaining it four or five years sooner than an ordinary constable.

13358. Sooner than an ordinary constable, except a select list man?—That is his fault, not the fault of the regulation.

13359. You say that every ordinary constable now who does not obtain a head constableship under the select list has no one but himself to blame for it?—Yes; it is his own fault, and not the fault of the regulation, because the position is open to every man.

13360. Is the test not so severe as to make it quite impossible that an ordinary constable could, by any efforts of his own, succeed?—I think any man of ordinary intelligence, that will grind up for it, will easily take it.

13361. Then, has it not failed to be what its name would lead one to believe it to—a select list, because if a thing is really a select list, it means a list of persons who are pre-eminent distinguished from their fellows?—I think it has failed in what it was intended it should be.

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13362. If the examination is so easy as you describe, surely you ought to be able to pass it?—I did not say it was so easy.

13363. You said any man of ordinary intelligence could pass it, and you are a man of ordinary intelligence?—Yes; who had time to grind up for it.

13364. Your point is, that your duties as county inspector's clerk prevent you having the requisite leisure to study?—Precisely; and I think I have shown that the advantage of Code section 1449 has ceased to exist.

13365. But do you not think that your duties as county inspector's clerk in the county of Mayo, which has been a specially disturbed district, are specially severe, and they ought not to be taken as typical of the duties of the position of county inspector's clerks generally?—I think they ought; for returns have been piled on the top of returns, and work added to work in every office in Ireland. They do not make exceptions in the returns for one county, unless it be for some local matter.

13366. Mr. Harrel.—I think we understand your position with regard to that?—I have shown that any advantage there was has ceased to exist, and, on the contrary, it places us at a disadvantage—it places our limit at sixteen years' service, while there is no limit at all placed to an ordinary constable of the force.

13367. I do not think you could add anything more?—I would request your special attention to it, in the hope that that section of the Code may be modified.—No, 1449.

13368. What modification do you suggest?—In addition to the temporary rank of head constable, my further suggestion is that it be made permanent after five years in a county inspector's office, irrespective of service in the force.

13369. That is five years as chief clerk?—Yes. It does away with the sixteen years' service, but, of course, the necessary examination should be passed.

13370. It is not your suggestion that when you attain the absolute rank, you should continue in the office?—Certainly not.

13371. But you should then go out to your duties?—Yes.

13372. It would not change the matter, except as regards one year's service in the office and the restriction as regards the number of years' service in the force?—Yes.

13373. Mr. Holmes.—If, after five years, a man can become head constable, surely that would depend on whether there were vacancies in the office of head constable?—I seek that with a view of suggesting they are more on a footing with the select list promotions; for as it stands at present, we are left totally behind the constables lying in out-stations not promoted with work. While we have been pressed with work all this time, they quietly stopped by us at about half our service, and have been promoted.

13374. Mr. Harrel.—You are aware, of course, that only a certain proportion of the appointments are given for competition by men on the select list?—I am.

13375. What proportion of the appointments?—I cannot say.

13376. Is not it every eighth vacancy?—It is, I think.

13377. It is about every eighth vacancy, and it is only at considerable intervals that these examinations take place at all?—The select list examinations take place at intervals of one year.

13378. Then only a limited number of appointments are given, and the competition for those appointments is open to the entire force of constables who comply with the conditions?—Yes.

13379. Then after all it does require a man of special ability to come out as a successful competitor on these occasions?—It does require some ability. There have been only very few span out that I ever knew of; I think only two or three;

and every man who has got a place has been promoted.

13380. Pass to the next point, please?—I wish to request your attention to another section of the Code—1644. It states that if a clerk elects to go forward for the select list examination and fails to take a place, he has to serve eight years in a county inspector's office instead of six. Well, I think that is piling on the agony; it was bad enough already, but I think that is going very far with it.

13381. Mr. Holmes.—What is the next matter you wish to bring under our notice?—The next thing is, even taking it for granted that we will get the temporary rank of head constable, that constables be allowed to go forward and compete for the select list in two years.

13382. Mr. Harrel.—That is, that you be placed in the same position as if you were in charge of a station?—Yes; for, of course, whilst in the office, we cannot be in charge of a station.

13383. Go on, now, with the next point?—In making the claim for the temporary rank, we think it would meet our losses, too, in regard to extra pay. We are cut off from every allowance in the force.

13384. You mean that you are not sent on extraordinary duties, for which extra pay is received?—Yes.

13385. But do you know the men of the force consider that until very lately they lost immensely by the extra pay accorded for those duties?—I am sure they did.

13386. They say what is received at present only covers the expense?—Well, about that.

13387. Then what advantage would it be to you to go on duty and receive extra pay, unless you were making a profit out of it?—You mean extraordinary duty, but there are a good many extraordinary duties for which extra pay is given.

13388. Mr. Holmes.—What are they?—In a district where there is a protection post, two men go out from the station every night to that protection post. They spend the night there, and for that they receive 4s. 6d., and come back in the morning. In the next district to be one I serve in many men will have, as a rule, eight nights out during the month, for which they receive 3s. 5s. in addition to their pay.

13389. Had not they to provide themselves with the night's lodging and meals?—They get the lodging gratis; they stay in the house with the man they are protecting. I do not know what they should provide.

13390. Do you not know that the allowance is to meet these expenses?—I do; but I should not wish my evidence to militate in that direction.

13391. Mr. Harrel.—But after all, if you give this as an instance, we must take it down?—Yes.

13392. Mr. Holmes.—I am afraid you have let the cat out of the bag?—No; I will withdraw that if you kindly permit me.

13393. You mean the whole claim on that ground?—On that ground and let the claim stand.

13394. I do not know that we can?—But of course it is evidence I am trying to put in as favourable a light as I can for myself, not saying what the expenditure is on the other side; but I would forego that claim altogether if you permit me.

13395. You opened your evidence by saying by virtue of your office you should be a head constable?—I ask the temporary rank with pay and uniform, and that that rank be made permanent after five years' service in the office; what I mentioned subsequently was to bear me out in making that claim.

13396. Mr. Harrel.—Go on, now, to the next argument?—There is a matter I would bring under your notice with reference to my position. Bearing in mind that I have nothing for my

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position as county inspector's clerk, the allowance I do get being for my position as storekeeper, I find that an army clerk, an orderly-room sergeant, for instance, gets 2d. a-day extra the pay of the ordinary duty sergeant, that is, 2s. 6d. a-day, and when he is three years in the office he gets 8d. a-day extra, and when six years in the office he gets 1s. 2d. a-day extra. At that period he ranks as quarter-master sergeant, though only being actually a sergeant.

13397. Then he gets 2d. a-day for three years?—2s. on appointment.

13398. For three years?—Yes.

13399. Then from three to six years, 8d.?—Yes.

13400. And after six years?—After six years, 1s. 2d.

13401. Mr. Holmes.—Is it not the case that a man who has only had six years' service can attain the rank of a county inspector's clerk?—It is not.

13402. Is it not the case that a man can become assistant clerk after five years' service?—Five years' service in a county, having previously had six months' service at the depot.

13403. Is it not the case, again I ask you, that a man who has only had five years' service in a county may be assistant clerk?—It is.

13404. May he not be promoted after one year's service as assistant to the office of county inspector's clerk?—He may.

13405. Therefore it is possible that a man of six years' service may attain the rank of county inspector's clerk?—I have never known a case of it.

13406. Is it not possible?—It might be possible.

13407. Then, assuming it is possible, would not the salary of a sub-constable of six years' service be 54d. 12s. 7?—That is all.

13408. If he becomes county inspector's clerk, will he not, by virtue of his office, obtain the rank of acting constable?—They give the rank, but I cannot say why.

13409. But is it not the case that he gets it?—As a rule, and it is ten to one that he gets the position at all if he is not more than a sub-constable.

13410. Is it not the case that a man, upon his appointment to the office of county inspector's clerk, gets the temporary rank of an acting constable with the pay of an acting constable?—I heard of one case of 3s. and only one. I think they do not make appointments unless a man is acting constable first.

13411. Mr. Harrel.—But did not he receive the rank of acting constable at the time he was assistant clerk?—No.

13412. Do you mean to say that a man who becomes assistant clerk is usually an acting constable before he is appointed assistant clerk?—I never stated that.

13413. Does not he usually receive promotion to acting constable either whilst he is assistant clerk or immediately on his appointment as county inspector's clerk?—He does.

13414. Mr. Holmes.—That being the case, is it not possible that a man who had only six years' service could get the rank and pay of an acting constable?—I am not sure that what I am stating is exactly correct from the way you put it to me. I never knew for a fact, and never heard, that a man was appointed county inspector's clerk as sub-constable, and that he then got the rank in virtue of his office.

13415. Is it not a rule of the service that a man cannot be appointed assistant clerk unless he has had five years' service in a county?—It is.

13416. Does not that rule contemplate the possibility of a man being appointed who has only just had that five years' service?—It does.

13417. Is it not possible a man with that service may be appointed?—It is.

13418. Supposing a man who had only that number of years' service was made assistant clerk, is it not the case that upon his appointment he would get the rank and pay of acting constable by virtue of his office as assistant clerk?—There is nothing in the regulations to enforce that.

13419. Is not it a certainty that he would get it?—I cannot state that it is.

13420. Mr. Harrel.—Does not it usually follow that he is either promoted during the time he is assistant clerk or immediately on his appointment?—It usually follows that when he becomes county inspector's clerk he gets promotion.

13421. Mr. Holmes.—And does he not become county inspector's clerk one year after he becomes assistant clerk?—From one to two years.

13422. Takes it at two years. Therefore, after eight years' service he would be able to get the rank and pay of an acting constable?—Yes.

13423. Would not his pay as a sub-constable at eight years' service be only 54d. 12s. 7?—That is all.

13424. Would not his pay as acting constable be 67d. 12s. 7?—It would.

13425. Is he not rewarded by the difference?—Certainly. But you have put the case, I must say, in the most favourable light possible on that point. It is possible that an appointment could or would be made as you have put it; but it is not the practice, nor is it within my experience to say that I ever saw it.

13426. Mr. Harrel.—Now, I think we may pass on from that part of the subject?—I need scarcely refer to the army sergeant again?

13427. 2d. a-day would be 3l. 0s. 8d. a-year?—Yes.

13428. That would be for three years?—Yes.

13429. That would not be anything like the equivalent of what a sub-constable would receive on his appointment as acting constable?—No.

13430. The army sergeant would get 3l. 0s. 8d., and the acting constable would have about 13l. a-year?—Yes; but I have had three years' service in a county inspector's office, and an orderly-room sergeant will receive 12l. 3s. 4d. extra, while I receive nothing.

13431. That is in your peculiar case, assuming you have received no advantage in the way of promotion and the increased pay of that promotion?—Certainly.

13432. Of course, had you been a man of shorter service at the time you attained to this position of county inspector's clerk, you would have received a substantial advantage if you got your constableness at an earlier date?—Certainly. But I wish to mention also that in the ordinary ranks of the force promotion is often at an earlier date than in our office.

13433. And in very many instances it is a great deal slower?—There are instances one way and the other; but it is the rule in most counties now to promote young men.

13434. In some few counties?—In some counties. I do not see there is any special advantage by being in the office.

13435. What is the average period of service at which a sub-constable reaches constableness under ordinary circumstances in Mayo at present?—Eight from ten to twelve years' service.

13436. I do not mean counting records or anything exceptional in a man's case. Does the ordinary seniority promotion of qualified men take place at as short a period of service as twelve years in Mayo at present?—I have seen promotion at twelve, thirteen, fourteen, and fifteen years' service.

13437. Then you now put it up to fifteen?—Possibly. There are many things to be considered in a man's promotion.

13438. Pass on to the next subject?—With regard to assistant clerks, before a sub-constable attains the position of assistant clerk his name has

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to be submitted, and he is recommended by the county inspector; he is called to the depot, and before getting the appointment he has to pass a severe examination, which would qualify him for the rank of head constable off the seniority list in a literary point of view.

13439. What do you suggest with regard to that?—I have to suggest that an assistant clerk be appointed temporary acting constable on getting the position.

13440. Are there not a great number of applicants for the position of assistant clerk, and are not the applicants called up in the order partly of their seniority and partly on account of the strong recommendations of their county inspector, showing the anxiety to obtain this appointment of assistant clerk?—I am sure there are. There are not so many applicants in Mayo, where there are almost 800 men; only one or two, or three at farthest.

13441. When you speak of the examination, you do not suggest that any alteration should be made in it?—I do not.

13442. As I understand you to say, that on account of passing this severe test they ought to get the temporary rank of acting constable?—Yes; to be conferred after being six months in the office.

13443. Go on, please, to the next point?—I would mention also, as having some bearing on the case put a few moments ago, when speaking of clerks being promoted at such an early date, that if they are promoted it shows they have some talent or something in them that would render them more worthy of promotion than ordinary members of the force. They have to pass a very severe examination at the depot or they will not get the position.

13444. Go on, please, with the next point?—Our present store allowance is 71. 10s.

13445. You said in a former part of your evidence that your average expenditure was 124. a-year?—From 121. to 181.

13446. And you quoted an instance where on one occasion you spent nearly 12. 10s. repairing clothing?—Yes.

13447. But you said that was exceptional. Would you suggest that the county inspectors' clerks should not be storekeepers?—I would not, for the position brings the only emolument connected with the office.

13448. But if you spend 121. a-year and receive 71. 10s., it is an emolument you would prefer to do without?—It is; but I would wish to have it increased to 1s. a-day.

13449. Mr. Holmes.—In addition to what is given at present?—No; 1s. a-day altogether.

13450. Mr. Harrel.—I think in a former part of your evidence you agreed with me in thinking that anything connected with the repair of clothing you should not be charged with, inasmuch as if you take ordinary care when taking in the clothing you could make other people pay for the repairs of it. Therefore we will put clothing out of the question?—Certainly.

13451. What would be the other expenditure apart from the repairs of clothing which would amount to 181. a-year?—The incidental expenses connected with the store are various, including a great many small things I can scarcely name.

13452. Name some?—There are fires in winter time.

13453. On an average, how often do you put a fire in the store?—In my present store, which is in a top attic with a bad roof, I have always large supplies of clothing.

13454. How often do you put a fire in it at present?—About twice a-week in winter time.

13455. What would be the cost of fifty fires, two a-week, during the winter six months?—I do not know what it would cost in that form, but I know that it costs me about 5s. a-month.

13456. For the winter six months?—Yes.

13457. That would be 12. 10s. Is there anything

else?—The repairs of arms when they get out of order in the store.

13458. Do not the men receive an allowance for repairing their arms and keeping them in order?—They do.

13459. And you do not take in any arm that is not in good order?—I do not.

13460. If it is in store, except to be rubbed with an oil-rag occasionally, what does it require to keep it in order; it cannot break?—It cannot, and yet frequently I have to get the arms repaired. Springs get out of order, one way or another.

13461. Mr. Holmes.—Could you give us an idea of what you spend under this head?—I did not make out the list of my expenditure in that way more than I have mentioned already.

13462. But you ought to have been prepared to have supported this demand of yours for 1s. a-day with figures of some kind. You have only accounted already for 11. 10s.; you have got 161. 5s. to account for now, unless you want to make profit out of this 1s. a-day?—There are a lot of incidental expenses connected with it, and it is very hard to give figures for everything that one spends. My store is in Castlebar, and I live myself in Westport, where the county inspector's office is. I have to come over to Castlebar and do everything, when it is necessary. Of course, I cannot keep the store in as good order as if I were living at the place.

13463. Mr. Harrel.—Have you to go at your own expense?—No; I could not do it if I had. I get my train fare.

13464. Do you get extra pay if you are absent a certain number of hours, or for a night?—I do. I have had seven Boards of Survey this year in the county store.

13465. Mr. Holmes.—Assuming that the county inspector's clerks were given the temporary rank of head constable by virtue of their office, would you still ask for this allowance of 1s. a-day?—Well, I just state that the present store allowance is insufficient.

13466. To what extent is it insufficient?—There is a great margin between 71. 10s. and 181. 5s. 6d.—The labour connected with the county store is very great.

13467. Then you want to be paid for your labour in connection with it?—I think there should be remuneration for the labour entailed by it.

13468. But assuming you were made a head constable by virtue of your position, would not the pay of a head constable be sufficient remuneration for everything in connection with the office?—Yes; it would be something like 101. a-year. I think that little enough for my position as clerk, apart from my position as storekeeper. Really I am not making any extravagant demand with regard to the store. The present allowance would not half cover the expenses connected with it.

13469. But it is very unfortunate you cannot give us an account of the expenses?—It is. I did not make up any details of the expenses.

13470. Mr. Harrel.—Go on to the next matter?—I would give you a slight idea of the work I have in connection with the county store, and I will do it as shortly as possible. There are, at present, almost 800 men—I had 760—in Mayo, and I have to requisition for their clothing, accoutrements, and every article they require to meet the wear and tear of a year; all the barrack bedding and furniture; all arms and ammunition, and ordnance; everything, in fact, to equip a force of 800 men for a year. I have to requisition these, receive them when they are sent me, count them, have a Board of Survey laid on them, and send the certificates of them with the report of the Board of Survey; and I am accountable then for everything till it is issued to the districts. I have to brand every man's number and the county on each article.

13471. Do you brand them?—I have a man to assist me, but I have actually done it myself.

Constable
M. Keating.
12 Oct., 1892.

13471. I take it, in this county you have men to assist you in the store?—One man.

13472. But do you brand them at the store in the County Mayo?—Yes; there is an order from Headquarters.

13473. That all are to be branded before being issued?—I brand them in every case—two pairs of trousers, a tunic, and a frock for a man; also a helmet, a forage cap, and everything else. Each has to be fitted according to his measure, which entails an extraordinary amount of labour in a case of 700 or 800 men. I have to see that they are issued, to receive the old clothing into the store, and see that the articles are in good repair. I have to keep a store-book, and make all those entries, sixteen altogether.

13474. Have not the officers in the district to furnish requisitions from which you compile your requisition, and has not each officer to receive the clothing and issue it to the several sub-districts—in fact, does not the officer in a smaller degree do everything that you have to do?—He does. When he gets everything with the men's number on it it is easy to issue the things.

13475. But after all he has to send you requisitions?—He never makes requisitions.

13476. Does not he tell you the number of articles for each man?—That does not guide me in mine.

13477. You compile yours from his?—I do not.

13478. Then his is useless?—He gives me a man's size, and the number to send to him.

13479. But is not that supplying you with materials upon which you found your requisition?—He does not. I have the materials in store at the time I get in his requisition.

13480. Mr. Holmes.—You would not be in a position to compile your requisition unless he supplied you with the requisite information?—I will explain. I requisition for 700 or 800 men. I requisition from my own head as to the different sizes that will enable me to meet the requirements of that number.

13481. But you could not do that unless you were supplied with the requisite information from the district officers?—But I normally do it, and when I have everything in the county store, then I ask the officer for the number of men in his district, their names, their register numbers, and their sizes.

13482. Mr. Barrak.—Then in point of fact you send up a theoretical requisition, and receive clothing upon that, and then when the clothing is in the store you receive the actual requisition from the sub-inspector, which you comply with?—Which I may comply with. Nearly every sub-inspector in the force sends two requisitions; for instance, for the clothing to be issued in September 1882 the sub-inspector's original requisition showing the requirements of his district would be sent to you in November 1881. You would compile a requisition upon that, and that would be handed to the Department in Dublin, and when the clothing arrives in the store the sub-inspector sends another showing the actual number in his district, and the changes that have occurred in the meantime, and then you issue it.

13483*. I see your practice is to dispense with the first requisition?—I have all the information he could give me.

13483. But your practice is to dispense with the

first requisition?—It is; it would be useless labour to me.

13484. Those are your duties as storekeeper?—Yes, and they are pretty considerable when everything is taken into account. This 71. 10s. allowance for storekeeper, I understand, has been in existence for the last forty years. I cannot vouch for the accuracy of the statement, but I heard it. The labour has increased in the ratio almost as it has with the men outside. The store labour has increased with the increasing force, and the increasing demands upon it. Every other allowance, I may say, has been trebled, but this 71. 10s., which remains as it was forty years ago. Another section of the Finance Code requires to be modified one way or another (418). In the event of a store not being at headquarters, 10l. a-year is allowed, and the rest has to be paid out of that. If I had to pay rent, I would have to pay 10l. out of my own pocket.

13485. You do not pay 15?—I do not.

13486. Do you know any place where the clerk does pay it?—I am not aware, but as the regulations stand at present it would operate in that way.

13487. That is if an instance occurred?—Yes.

13488. But it does not occur?—I cannot say that it does not. It does not occur to my knowledge. It is laid down as a regulation, and it would be a poor look-out to have to pay this if we did not get sufficient to pay it. When the regulation exists it is only right to refer to it, because a case might turn up, as it might any day with me, and my store be taken from me.

13489. Is there any other matter?—There is another matter I would wish to refer to, namely, roll-call. For the last three years I found it very severe to work from half-past 8 or 9 in the morning up to half-past 8 or 9 at night, and then to have to go and sit in my room for the rest of the night.

13490. In this on the subject of extending the period of time at which roll-call should be?—No; but to make some special regulation with regard to clerks in that respect.

13491. Do you not think that is a matter which might come better in the way of an application on the part of each clerk individually, through his county inspector, and, if necessary, to the Inspector-General, rather than a thing to be placed before us on behalf of all the clerks; you think that, owing to your onerous duties in the office, that some extension of the period at which you require to be in barracks should exist?—Yes.

13492. Do you suggest anything on behalf of the clerks?—I was not prepared to suggest anything, only to state the thing; but I will say that I think the time should be extended for at least an hour or so to enable them to have a walk.

13493. Do you say 10 o'clock all the year round, or 11 o'clock?—Say 11 o'clock; for, as I say, we worked up to roll-call, and could not get out for a mouthful of fresh air.

13494. Is there any other matter?—I cannot say that there is. I confined myself to my own peculiar position, and what I considered necessary with regard to it. I have not gone beyond it, and I do not wish to travel into the other matters of the force. I am sure you have been extensively informed about them already.

[The Committee adjourned.]

TWENTY-EIGHTH DAY.—13TH OCTOBER, 1882.

Present :

Mr. R. O'SHAUGHNESSY, M.P., Mr. R. W. A. HOLMES, and Mr. D. HARREL, R.M.

Constable JOHN TERRY, examined.

13495. *Chairman*.—You represent the non-commissioned officers of the County Waterford?—I do.

13496. How long have you been stationed in the County Waterford?—About three years.

13497. How long have you been in the force?—Twenty years.

13498. What places were you stationed in before Waterford?—I was for nine years previously in the city of Kilkenny.

13499. Bring the subjects before us in the order you think most important? What is the first?—The first is equalisation of pension—that is, to put the men who joined since 1866 on a footing with those who joined prior to 1866.

13500. Are there many non-commissioned officers that you represent who joined prior to 1866?—A great many.

13501. Three-fourths?—I do not know whether there are three-fourths.

13502. Between two-thirds and three-fourths?—Yes.

13503. State the reasons on which you ground the claim to equalisation of pensions?—Those who joined since 1866 have the same duties to perform and are subject to the same expenses as those other men who joined previously to 1866. A man, for instance, who joined in June 1866 is entitled to his full pay, whereas a man who joined in the following September will only get the three-fifths of his pay after having completed thirty years' service. So that of those two men, having completed the same period of service, one has 72s 16s pension, whereas the other has only the three-fifths of it.

13504. Your men like the other men seek an increase of pay too?—Certainly.

13505. You do not mean that if you got all the increase of pay you are asking for you would seek a pension equal to that increase of pay?—There is a difference of opinion about that. Some say we ought. That if we get the rise of pay we are asking we ought to get the pension in proportion.

13506. That is to say equal to the amount you get?—Yes.

13507. That is not the unanimous opinion of the men?—Some of them are of opinion that it would not be got.

13508. That, in point of fact, it is hardly practical to look for it?—Yes.

13509. It is not the general principle of equalisation of pay with pension that is universally accepted, but I suppose the wish of the men is to get an adequate pension?—A pension to support a man after leaving the service in which he has spent the best part of his life.

13510. Men enter the service at an average of 20 years of age?—Yes; I joined at 19.

13511. And if obliged to serve thirty years you would get out at 49 years of age?—Yes.

13512. Suppose a man had served the greater part of the time at a quarter period in the service he would be still fit to take some quiet employment?—He would if he got it. There was never greater difficulty in getting employment than now.

13513. And probably never will be?—There is a

great difficulty now. People do not like to have us near them at all.

13514. You do not think that will last always?—I would be sorry if it lasted, but unfortunately it does not appear to be abating much at present.

13515. Well the fever is scarcely over its height as yet?—It is more inclined to lessen than it is to increase at present.

13516. When you entered the force did you make inquiries as to the amount of pension you would be entitled to?—I can assure you that when I entered the force I had no idea what I had to go through. I had no idea what my pay would be, which was miserably small. I was a farmer's son. The only thing is that I knew I could leave the service after a month's notice if I thought proper, in order to better myself; but I had no experience of the discipline.

13517. Amongst the men who come in under the 1866 Act, would you say that pay or pension is the most important subject in their minds?—Pay at present is the more important of the two; but, in fact, both are important.

13518. The young men, I suppose, consider the rise of pay the more important?—There are young men in the service who would prefer getting a rise of pay to pension; but any man having fourteen or fifteen years' service would consider the equalisation of pension a very important matter. In fact, all the men who have been in the service for the last twelve, thirteen, or sixteen years think of pension as the more important of the two questions.

13519. I suppose when those young men, now so anxious on the subject of pay, come to twelve, thirteen, or fourteen years' service, they, in their turn, will consider pension the most important?—Yes; for in their old days, when they leave the service and have very little to live on, having spent the best part of their lives in the service, they consider how much more important an adequate pension would be. Suppose a man-constable with 62l. 8s. a-year left the service, with four or five children, on three-fifths of his pay after thirty years' service, he would have to commence life anew, without any prospect of any other situation. Surely his case is a very hard one so hard that it is calculated to prevent young men otherwise inclined to join the service from joining at all. They say to themselves, "Here is a specimen of what we will be thirty years hence."

13520. Do you not know, as a matter of fact, that although this claim, with reference to pensions has been made pretty loudly for the last year or so, and has been discussed in the papers and elsewhere, the Government has no difficulty in getting recruits?—I do not know whether there is a difficulty or not; but I know, from my own experience, the class joining now are not the class the Government would like to get.

13521. As I gather from you on this question of pension, it is not the recruit, but the man who has been some years in the force with whom pension weighs most?—Of course.

13522. Will you tell me whether you think that the present scale of pensions will have any effect in regulating the length of time men will spend in

Constable
John Terry.
—
13 Oct. 1882.

Constable
John Twiss.
12 Oct., 1883.

the force?—I have not the slightest doubt of it, that if the present system of pensions continue, very few men will stay in the service if they can possibly leave it. The inclination is to save a few pounds, and emigrate to benefit themselves.

13523. Have you heard that discussed among the men?—I have several times.

13524. Perhaps you will agree with me in this, that this question of pensions affects not so much the chance of getting the men into the force as the prospect of keeping them in the force?—It affects the prospect of keeping those we have, and I would prefer keeping those we have had for two years previously, than run the chance of getting others now.

13525. Mr. Harrel.—Have you said everything you wish to say about pensions?—I have.

13526. Because a most erroneous idea appears to have gained currency somewhere or other that there is a desire here to restrict what the men have to say on the subject of pensions?—I certainly must say, Sir, that every man with whom I have been talking since you sat here, has spoken in the most flattering manner of the way in which you treated him. I never heard of any three gentlemen more enlightened than you are.

13527. I would not have asked the question, except that I notice this morning that some correspondent, on behalf of the force, has thought fit to rush into print, owing to an assertion that the Committee declined to hear evidence on the subject of pensions?—Things appear in the papers, to which very little attention ought to be paid.

13528. When statements are advanced to us, we should not be fulfilling the duties committed to us if we did not ask for very accurate and strict reasons in support of those statements?—Certainly. There is no doubt at all of that. The police collectively do not believe what has been published, because they have already had conversations with men who have been up here, and spoken very largely of your liberality and kindness and courtesy towards them.

13529. Chairman.—If you are quite done with the subject of pensions, go on to the subject of pay, please?—I would propose for your kind consideration, as the subject of pay is the second in importance, that an acting constable should get 11. 14s. a-week to put him on a level with the men of the London Metropolitan police and the Liverpool police. At present an acting constable has 11. 6s. a-week.

13530. With what rank in the London police do you compare an acting constable?—I would compare his rank with that of acting sergeant.

13531. And you say an acting sergeant has 11. 14s. a-week?—In the London police a third-class sergeant has 11. 14s. a-week. A second-class sergeant has 11. 16s.; and a first-class at five years, a man of my service and rank, has 11. 18s.

13532. Mr. Harrel.—Your pay is 11. 8s.?—Yes; 72s. 16s. a-year.

13533. Chairman.—You say that the London police officer with whom you are on a par in point of rank has 11. 18s. a-week, whereas you have only 11. 8s.?—Exactly.

13534. Do you happen to know how long, under ordinary circumstances, a man would have been serving in the London police before he would have attained that pay?—I take it for granted they are promoted at ten or eleven years' service in London. A man gets the maximum pay of 11. 10s. as a constable after eight years' service, and he draws that until he is promoted.

13535. But you are hardly able, from your information, to tell at what length of service he would reach the 11. 18s.?—I do not know.

13536. Do you know that out of the 11. 18s. he has, if he is a married man, to provide himself with lodgings in London, and that one-fifth of the single men have to pay for lodgings outside?—Yes; but I believe he gets 4d. a-week in lieu of firing.

13537-9. Mr. Harrel.—Married men are not given any lodging allowance, but they get 4d. a-week in lieu of coals supplied to men in barracks?—But their wives can trade and keep lodgings, and the men can go where they wish after having performed their duty.

13540. Chairman.—On that subject of comparison with other forces, we have taken a good deal of evidence already. We will get further information, and our Report will show that we have contrasted all the conditions of the forces in England with those of the Irish force fully. But the main fact that I want to call your attention to is that in England the pay of the men is burdened with a charge for lodging. If they live in barracks there is a deduction from their pay in respect of the accommodation they have in barracks. If they live out of barracks in the towns they have to find themselves in lodgings out of their pay with this exception, that if their lodgings in country districts cost more than a certain amount, as a rule, the county finds the difference for them?—Will you not take into consideration that the majority of the married men in our service have to pay for their lodgings out of their pay.

13541. That is another point for inquiry, and we will take it into consideration. But is it a fact that the majority of the men are not accommodated in barracks?—That is my impression.

13542. I find by a Return here that the number of married men in the force is 3,513, of whom there are 1,412 accommodated in barracks, leaving 2,101 who are not accommodated in barracks?—The only married men, I may say, accommodated in barracks are the constables and head constables. Very few sub-constables are accommodated in barracks at all.

13543. Go on, please, to the next rank?—A constable after six years' service ought to be entitled to 21. 2s. a-week. A man of similar rank in London, or even Liverpool, has 21. 6s. a-week.

13544. Mr. Harrel.—What is he called?—He is called an inspector in Liverpool.

13545. But is not your rank of constable in the Royal Irish Constabulary always considered analogous to that of sergeant in the other police forces?—It is the same as sergeant in Dublin and London.

13546. Chairman.—But is there anything in the constitution of the Liverpool force, within your knowledge, which would make your rank similar to that of inspector in that force?—I think there is. Those they call inspectors in Liverpool are called sergeants in London.

13547. Perhaps you are not aware that in Liverpool the proportion of non-commissioned officers, including inspectors, is much smaller than in Ireland, and that a much smaller number of men reach that position. Taking into account the number of persons corresponding to sub-constables in the force, the number of non-commissioned officers is smaller, and consequently their duties, so far as superintending the others go, are much heavier?—I would prefer your leaving my rank similar to the rank of sergeant in the London Metropolitan police.

13548. Pass to the next rank?—Then I would say the second-class head constables ought to get 21. 10s. a-week, and first-class, 21. 14s., which would put them on an equality, or something approaching to an equality, with the London force.

13549. Pass on, please, to the next?—I would give a first-class head constable 21. 14s. a-week.

13550. Do you make him correspond with the London Inspector?—I do; but his pay is 31. 2s. 6d. a-week, while a head constable in our service is drawing 1011.

13551. Mr. Harrel.—The head constable's present pay is 11. 12s. and 11. 15s.—Yes; and a first-class inspector in London, whose position is somewhat similar to ours, receives 31. 2s. 6d. A second-class

inspector receives 2*l* 1*s*., and a third-class inspector, 2*l* 10*s* a-week.

13552. *Chairman*.—Pass to the next aspect of the pay question?—I would propose that an allowance of 10*l* a-year be given to a married man who is not accommodated in barracks.

13553. You regard that as virtually part of the pay question, from your introducing it now?—Certainly, apart altogether from the pay.

13554. It appears by the Return that of the 3,513 married men in the force at a late date, 2,101 were not accommodated in barracks. Do they find themselves with accommodation?—Certainly.

13555. What you suggest is 10*l* a-year?—Yes.

13556. In the County Waterford small towns and rural districts, what class of accommodation do men generally get?—Very indifferent. You would scarcely believe that policemen would be bruddled into the accommodation, but they cannot help it. Respectable men, holding respectable situations, who must present a respectable appearance to be inspected by the sub-inspector—you would scarcely believe the sort of places in which they are accommodated.

13557. Are they rooms, or are they cottages?—Rooms generally. A cottage is a luxury very few of them enjoy.

13558. How many rooms?—One or two. Several have only one, but most of them have two rooms.

13559. And if a man has four or five children, it is not likely you will find him with more than two rooms?—It is not, and, as a rule, with only one room.

13560. Are you a married man?—Yes.

13561. Are you accommodated in barracks?—Yes; I am in charge of a station.

13562. Tell me your experience of the way in which men not accommodated in barracks live?—I will give you an instance of it. Supposing a married man, of twelve years' service, whose pay is 4*l* 15*s* 8*d*., including the allowance for straw and arms, takes lodgings, he will not get two rooms in the city of Waterford under 1*l* a-month.

13563. We have had evidence with regard to the city. You represent the county men. What I want to know is how the county policemen fare?—I have had letters from Lismore, Clappagh, and Kilmacshannon, and I have been told that it is very difficult to get lodgings in those small towns, and the lodgings that are got are very dear, averaging from 1*l* 5*s* to 1*l* 10*s* a-month. I know one case where 1*l* a-month was paid.

13564. I want you to tell me, from your experience of the force, how these married men live?—Some of them live wretchedly. They cannot live otherwise. Supposing a married man is drawing, as a great many of them are, 4*l* 1*s* a-month, after he pays 1*l* for lodging, and 10*s* for fuel and light, what has he to support himself and his family?

13565. Does it cost him 10*s* a-month?—Sometimes it does. When you put down 10*s* for fuel and light for a man, with four or five children, that is not at all exorbitant. Say between 8*s* and 10*s*. Then you have 1*l* 5*s* out of his small pay of 4*l* 1*s*. He has still to supply his wife and children with clothing, and he has only the remainder, which is very small, to live on. That puts them to great hardship. They have to pay 1*s* 6*d*., per lb. for butter. I paid it last Saturday. You have to pay 3*d*., for two eggs at present.

13566. In the county Waterford?—Yes. I paid it myself. The average, of course, is 3*d*.. Potatoes are very dear, 8*d*., 9*d*., and 10*d* a-stone.

13567. Are potatoes dearer now than they were in 1874?—Much dearer. I have no recollection of seeing potatoes so dear as at present since I joined the service.

13568. Perhaps this is an exceptionally dear year?—It is in the county and city of Waterford, and I am sure all over our island.

13569. Suppose once money were taken to enable a married man to meet to some extent the expenses

of lodging accommodation, do you think that would have the effect of hurrying men into marriage?—I do not think it would in the slightest. They will gain nothing by it. It is of no pecuniary advantage.

13570. But you know it is an pecuniary advantage to get married at all?—It is not; what I mean by that is that a man will not put any money into his pocket at all.

13571. Suppose men were allowed to marry, as they are now, at seven years, but that this advantage of accommodation was not given them until they were ten years in the force, do you not think that that would have the effect of meeting the real necessities of the case?—I do not know; a man having any notion of getting married would not like to wait for ten years, and when a man becomes an old bachelor, there is nothing at all thought of him.

13572. A man is not an old bachelor at 30?—Oh, he is; if I were inclined to marry I would not like to wait for ten years merely because I would be entitled to a lodging allowance then.

13573. But you would be allowed to marry at the end of seven years, as at present, and if you got a lodging allowance at ten, do you not think that this would meet the grievance and yet not hasten marriage?—Yes; but a poor man is waiting for three years before he gets any allowance.

13574. *Mr. Herrell*.—But after all are not those the three years of his married life when he would have the smallest pecuniary? That is a fact.

13575. *Chairman*.—Do you wish to add anything else on the subject?—It is a great grievance that constables and others who have not got barracks accommodation have to pay such a high rate for lodgings; it takes a great deal from their miserable pay. A man living on 3*l*, and having to support three children, his wife, and himself for thirty days, there is no need to go into the matter.

13576. Do you think that if the married women were allowed to be dressmakers or to teach, or to take some employment of that kind, it would be acceptable to the force?—I would much prefer that they would not; I would rather the men would get something to compensate them.

13577. I am not putting it against lodging accommodation; but what I want to know is this, whether you agree with the evidence generally given by a good many married men that it would be desirable if married women were allowed to do something to assist their husbands?—Certainly; such as at dressmaking; I think it would be of great benefit. Besides, I need not tell you that a man who is drawing small pay with so much to come out of it cannot sustain himself or feed himself as well as men who are not married, nor would he be able to perform the duty.

13578. As a matter of experience, do you mean there is a difference between the physical strength of the married men obliged to live in this way and of the others?—Constantly; I am sure of it. It sometimes will occur that if you had a poor man with a large family, and you had to walk 14 or 15 miles, and were not back to your dinner, he would get weak and lag, and would not be able for his duties like a single man, and a strong, active fellow who had a good dinner and a bottle of porter. A married man could not have this at all; if he got this luxury he certainly would deprive his family.

13579. Pass to the next matter, please?—Unfavourable records.

13580. *Mr. Herrell*.—Tell us your opinion about unfavourable records?—Men complain very much of being debased from promotion on account of having received unfavourable records, from which they suffer whilst they are alive. There is no way at all of getting out of them. They are eternally staring him in the face, and when he leaves the service they militate against him.

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Constable
John Telfer.
13 Oct., 1882.

13581. Do you think an unfavourable record should not be taken into account to affect pension, no matter at what time received?—I do.

13582. As regards general promotion, I take it that some system of recording punishments against a man must always exist?—Certainly.

13583. And having regard to the seriousness of the offence, it ought to stand against him for some time?—We are of opinion that it should.

13584. Any other principle or rule would place a man of irreproachable character at all times on a level with the man who had erred?—There is no doubt of that.

13585. Say what your suggestions are with regard to the wiping off of unfavourable records?—What I suggest is this, that if I happen to have two unfavourable records, I would expect one of those would be blotted out after two years' good conduct, and if I continue my good conduct for three years afterwards, that the second would be blotted out, that is, that I would have both blotted out after having completed five years' exceptionally good conduct.

13586*. That is, from the date of the second?—No; but suppose yesterday I was fined 1l., and had two up to the present. After two years I would suggest that one of those should be blotted out, and then, to test my conduct further, I would suggest that after three years the second would be blotted out.

13586. Then, in point of fact, would it not come to this, that it would be five years from the imposition of the second record?—It would.

13587. In the case of a man having a single record, and who had not incurred a second, what is the suggestion?—And who had, suppose, six years' service?

13588. Do you take the service into consideration?—Yes, because then I would see that he was a young man who unfortunately fell, and having only this record, I would be inclined to blot it out after two years' good conduct.

13589. In the case of a single record you think it ought to be blotted out after two years?—I do.

13590. In the case of a man incurring a second record he should be made to pay the penalty of retaining the record he previously incurred for two years from the date of the second, and for three years further to wipe all out?—Yes, and give him liberty then to retrieve his past conduct by commencing anew. We do not want to prepossess anything extravagant, but something feasible, in which we would be supported by gentleness of your experience.

13591. You think, in order to protect the well-conducted members of the force and to place them in a position their conduct entitles them to occupy, that various importance ought to be attached to those records, but at the same time the force are desirous they should be wiped out at some definite period?—Yes; at some period a man ought to get rid of them.

13592. Chairman.—Go to the next matter, please?—The next matter I wish to bring under your notice is that more money ought to be allowed for fuel and light for the barracks.

13593. We know the present amount that is allowed. What addition do you seek?—I would propose that it be 1l. a-month in place of 14s., which it is in the winter time, and that it should be 1l. 10s. for district head-quarters, and 2s. for county head-quarters. There is a difference between a county head-quarters and a district head-quarters, there being more men in the former.

13594. Mr. Harrel.—Do you, in estimating what would be required, include cooking?—I do.

13595. You are quite entitled to ask for that, but you are aware that the regulations do not contemplate the supply of fuel for the kitchen fire?—Yes.

13596. As a matter of fact and experience, the accounts are never kept separate?—They are not.

13597. All the fuel is kept together?—Yes. There is a separate receipt required for the amount of fuel.

13598. Up to the extent received from the public?—Yes.

13599. Give us an idea of the actual expenditure, including cooking, at any one station in your district at which there are five or six men?—I have nine sub-constables in my station. The actual expenditure is about 1l. 2s. or 1l. 3s.

13600. For all purposes?—Yes; for the kitchen and day-room.

13601. Is that during the summer time or during winter?—It may come down to 1l. or go up to 1l. 5s. If the weather is cold, men coming in late and early require good fires, and the cost has gone up to 1l. 5s. in winter time.

13602. Chairman.—What is the next matter, please?—I would suggest that 11s. a unit be given for the making up of clothing, which is a very little addition to what we already have.

13603. That is to make up for the extra amount which, beyond the allowance, we have to pay?—Yes, because we will not get tailors at all to make up the clothes for what we get at present.

13604. What is the next matter?—A constable in charge of a station should get something extra as compared with one in a station with a head constable; I would say 4d.

13605. Why would you say that?—Because he has a great deal of responsibility. A constable in charge of a station has the men doing the duty in the country. He is the man responsible for the peace and order of the district and everything connected with it. In fact he is the working man of the service.

13606. Mr. Harrel.—After all, are not the majority of the men of your rank in charge of stations?—The majority of them are, but a great many are not.

13607. Would not the grant of an allowance of 4d. to a constable in charge of the men be for all practical purposes an increase to the pay of the constable to that extent?—Would not you consider the responsibility?

13608. But would not it add to the pay of your rank?—It would be 4d. in addition to what the other men have; but it shows some consideration for responsibility in a large district where crimes and outrages are committed.

13609. Chairman.—Pass on to the next matter?—I would suggest that there should be an increase in the stationary allowance.

13610. Mr. Harrel.—It is now 2s. 6d. a-month?—Yes; but it is not permanent.

13611. Would 2s. 6d. be sufficient if made permanent?—I would say 3s.

13612. Chairman.—What is the next point?—There is another thing I would submit for consideration; the stoppage from a man's pay when he has been three months ill.

13613. What is the next?—I would draw particular attention now to some matters of discipline. I propose that a man should not be accountable for the acts of his junior when he goes into town and is likely to get drunk.

13614. That is he should not be accountable unless he has contributed by neglect or connivance?—Yes. After having done the duty, a senior should not be responsible for a man junior to him getting drunk. There is a case in point in Waterford at the present time.

13615. There is a case where a man has been punished for the act of a junior?—He has been reported, and I suppose he will be punished.

13616. He is liable to punishment?—Yes.

13617. Go to the next matter?—There is another important matter that the men feel very much, and

that in that all promotions are not made from the ranks.

13618. To the rank of officer?—Yes. There is good material in our service, and the men feel they are as well entitled to promotion as the police in Dublin, London, Edinburgh, and other parts of the three kingdoms, and that all promotions should be made from the ranks. I do not mean that the men should rise to be Inspector-General, but from the superior officers down.

13619. You may go on to the next point?—I would further propose that the present select list should stand.

13620. You are in favour of it?—I am.

13621. Mr. Horrel—You are aware that in the event of a man obtaining his promotion to the rank of constable at a short period of service, he might become a head constable at eight years' service. We will take the case of a man who got his acting constableness at four years' service, which is possible?—It is.

13622. He would become a constable at five?—Yes.

13623. If he was two years in charge of a station he might go up for the select list at seven?—Yes.

13624. And if he had the good fortune to succeed, he might be head constable at seven years' service?—Yes.

13625. Do you think, yourself, that a man of seven years' service, even with considerable ability, has the experience and the general steadiness of a policeman, which qualifies him to take charge of men as a head constable?—I do not believe he has. I would not promote a man at all of four years' service.

13626. The point I want to bring you to is this: would you, in order to make such a state of circumstances impossible with regard to the select list, place any limit as to service on a man before he would be promoted at all?—I would.

13627. What limit?—Seven years. In my opinion, and it is the general opinion, no man has a right to be promoted, except under extraordinary circumstances, unless he has had seven years' service.

13628. The select list, as at present, would admit of the possibility I have described?—It would; and some of the old hands are very much dissatisfied with the manner in which promotion has gone under it. A man should have seven years' service, and be recommended for promotion. Perhaps it may be nine years before he is promoted to be acting constable, and then he has twelve months to serve before he becomes constable, and, as constable, he must be two years in charge of a station to compete for the select list, and three years if he is not in charge of a station; so that he would have then fourteen or fifteen years' service. It is the opinion of most of the men that no man should be promoted head constable until he had fourteen or fifteen years' service.

13629. Then under these restrictions you suggest the continuation of the present principle of the select list?—That would be my suggestion; because then you have not a comparatively-speaking young hand getting promotion. A man having been fourteen or fifteen years in the service, and two or three years of that in charge of a station, ought to have lots of experience to enable him to go through the duties of his new office.

13630. Go on to the next matter, please?—There is another matter that the men wish me to mention, and it is more for the men than for the ranks I represent. It is that the constable in charge should have authority to give a well-conducted man ten hours' leave of absence in plain clothes. For instance, if a man got a telegram that his father or mother was dead, or that friends were coming to see him, it would be inconvenient that he should have to write an application, and get it submitted through me, to get ten hours, or even five hours'

leave of absence, and it would take two days to get that.

13631. You have power to grant four hours' leave of absence?—Yes.

13632. And it must terminate at roll-call?—Yes.

13633. I take it that you would still make any extension terminable at roll-call?—I would not. He might have it during the night if I thought his case required it.

13634. Except under extraordinary circumstances do you think it is quite fair to a constable in charge of a station that a man for mere pleasure should stay out an hour or two hours after roll-call, so that the constable should have to get out of bed?—I would not give it to him after roll-call at all.

13635. Unless there was strong necessity?—Unless there was strong necessity, and the constable himself would be the judge. He certainly would not like to be getting up after roll-call to see the man; but if there was strong necessity he would sacrifice his own comfort in order to accommodate the man.

13636. Chairman—Go on, please, to the next point?—I would suggest that officers should be sworn on Courts of Inquiry.

13637. Witnesses are sworn?—Yes.

13638. But the officers are not?—No.

13639. Mr. Horrel—You remember, no doubt, that an officer is sworn when he enters the service?—He is. I understand he is sworn as a peace officer.

13640. And to perform all the duties of his office?—Yes.

13641. This is one of the duties?—It is.

13642. You know a Justice of the Peace is sworn when he receives his Commission?—I am aware he is.

13643. And he is never sworn afterwards?—No.

13644. Taking the obligation on taking the office is considered sufficient for him?—The men think that being sworn themselves the Court ought to be sworn.

13645. Is there anything else connected with Courts of Inquiry you would wish to say?—That is the principal thing.

13646. Chairman—This suggestion of yours points not to any doubt in the honour of the officers?—There is not the slightest.

13647. But it must point to some weakness in the Tribunal, which makes men wish to place more confidence in it?—There is.

13648. What is the defect?—That is the point, the men say that if they officers were under the obligation of an oath, perhaps, they would go into matters more minutely, and determine matters more strictly, giving more consideration than they otherwise would. That is the opinion of some of the men.

13649. In point of fact it indicates rather a want of responsibility in the Tribunal?—Yes, want of responsibility.

13650. Go on, please, to the next matter?—There is another matter, and though it is not of very much importance to the force in general, yet it may be an accommodation to the parties concerned—that a married constable should be allowed to go with his wife and family to powders, and not be compelled to leave them behind and march with the men to church or chapel, perhaps a distance of 500 or 700 yards.

13651. Now is that any great hardship?—I said that I did not consider it a general grievance, but it is a matter I was asked to bring under your notice. For my part I do not care much; I do not consider it a grievance myself.

13652. What is the next matter, please?—Buck charges should be limited to a week.

13653. This point has been made to us by several men. I want to know whether in your experience

Constable
John Trean.
18 Oct., 1892.

Constable
John Tynes.
13 Oct., 1892.

or whether it has come to your ears, that there have been cases where charges have been made at a late period through spite; because that is the ground of complaint?—Yes.

13654. Then it is not a mere sentimental grievance?—It is not.

13655. It is a practical one?—I know it is a practical one.

13656. Is this your own view or the views of the men?—I am sure it is the view of every constable in the service that if a superior is to be reported by a man under him he should be reported when he has committed the offence the same as the superior would report him.

13657. Is there any limit to the time within which you report him?—There is no limit. I am supposed to report him immediately after his committing the offence. If I have a complaint against a man I must tell him at the next parade I have reported him, and the offence I reported him for.

13658. Therefore, so far as I can see, this claim for a limit to the period of making charges is brought forward in reality to place the constable in as fair a position as the sub-constable?—The very same.

13659. What is the next matter?—These are the only matters that I wish to put before you.

Sub-Constable PATRICK REYN, continued.

Sub-Constable
Patrick Reyn.
13 Oct., 1892.

13660. Chairman.—You represent the sub-constables of Waterford County?—Yes.

13661. Where are you stationed?—At Portlaoine.

13662. How long have you been there?—Five years.

13663. Where were you stationed before?—In the city of Waterford.

13664. How long have you been in the force?—About nine years.

13665. Follow the example of the constable, and take the matters in the order which you think important?—With regard to the finance questions as far as the constable has gone, I think I could not do better than repeat everything he has said.

13666. If you wish to add anything to what he has said you are quite at liberty to do it?—I do not think I could. With regard to pensions, and that sort of thing, so far as he has gone I could not improve it.

13667. Then pass to the subjects you wish to speak of more in detail?—I agree with the constable also with regard to unfavourable records, that they should have no effect on pension.

13668. And that they should have the modified and lessened influence on promotion that he suggested?—Yes; the present system has destroyed the working of the service lately.

13669. Point out to us how you think it affects the working of the service?—When a man is so unfortunate as to get into a row he is hanging on to the service by a thread. He becomes useless as a policeman altogether, instead of being an active man, as he was before. He is brooding over his troubles.

13670. That must be on account of the effect a record has on his future career?—Yes.

13671. Go into his feelings a little more, and let us see how it works?—He has no room for hope. The record stares him in the face. He says to himself, "Here I am; I will never be more than I am at present, and if I look one way or another I will be sent about my business altogether." He forgets his duty to the public as a policeman, and, in fact, he is an embarrassment to the service.

13672. That is because he has lost all hope of promotion?—All hope of anything. The fine

13660. Mr. Harrell.—The superior officers will not permit an inquiry into any matter after twelve months?—No.

13661. Chairman.—Is it a thing of occasional occurrence that when a constable or head constable makes a charge against a subordinate, that the subordinate will make a charge against him?—It sometimes occurs. He may bring a charge two or three days afterwards, and the charge against the constable may be for something that occurred ten days previously, and perhaps this would not have been made at all only the constable reported the subordinate.

13662. Mr. Harrell.—And in reply to a charge the subordinate brings occasionally something into his explanation or statement which amounts to a charge against the constable?—That is a more ingenious way of bringing a back charge against a constable than reporting direct.

13663. You think such ingenuity should not be encouraged?—I think it should be put a stop to. If I had committed an offence, I ought to be reported by my subordinate, should he think it his duty to report me.

13664. And if he does not report you in direct terms he should not be permitted to allude to it afterwards?—Yes.

will affect him whilst in the service, and when he leaves it, and in fact his family when he is buried.

13673. Pass to the next matter?—The next is that one man should not be held accountable for the acts of another.

13674. Is that, in your experience, found a practical grievance?—Yes; for instance, this man and myself came to Dublin yesterday. Suppose we were travelling on a different turn of duty, according to the existing rules of the force, if I wanted to do any little business about Dublin I could not go without his being with me. Of course I need not tell you that a man going into town would have many things to do he would not care to have another know at all. I think one man should not be held responsible for the acts of another.

13675. Has the present rule the effect of preventing the senior leaving the junior out of his company?—Yes.

13676. The rule is that one constable must be always in company with another; is that the general principle running through the regulations?—Yes; we are liable to be reported when separating on duty. When we go into town on the ordinary business of marketing, and we separate and are met by an authority, the single man is liable to be reported, and both may be punished.

13677. Go on, please, to the next matter?—The regulations in operation at the present time prevent a man being more than two hours absent from the station, and he cannot go more than a quarter of a mile from the barrack. We consider that should be remedied too.

13678. To what extent would you remedy that?—I think a man should be permitted to be three or four hours absent if he is not for duty, and to take a ramble anywhere within his own sub-district. Nowadays men are in the habit of walking a great deal. They have enough to do besides; but if they are disposed to walk they ought to be allowed.

13679. What limit do you propose?—I would say anywhere within his own sub-district.

13680. Provided he was back in two hours?—I would make it three or four.

13681. Would not that make it hard to get at

him if a disturbance arose?—No, because it is almost a dead letter, except in some places, and a man is sorely over-reported if it unless there is some little biskering going on.

13687. *Mr. Harrel.*—Under the present regulation, he is obliged to tell where he is going and will be found?—Certainly; I would allow that.

13688. Under any modification of it you would allow that also?—Certainly; so that if a man is required for duty he could be found without any trouble.

13689. *Chairman.*—What is the next matter, please?—The men also say it would be a very good thing, and it is the opinion of men of understanding, that they were allowed to dress in plain clothes when off duty, it is the only way they consider, particularly—in fact, in every place—

13690. Particularly in what, though?—In a country place.

13691. It is the only way they do what?—That they would be of any use with regard to strangers going through the places, and generally. If it becomes necessary to place a man on plain clothes duty, the moment he leaves the barracks he has the eye of every person on him. I saw a case in point the other day. A certain gentleman having come to where I am stationed, it became necessary to put men on plain clothes duty to watch him. I was one of the men myself, and the very first day we went out I looked back from the end of the street, and there was scarcely a house at which there was not an old woman at the door looking at us. In three or four days the whole thing blew off. If the public were aware the men enjoyed the privilege there would be no remark about it, no more than in the case of any other man; whereas at present a policeman in plain clothes will have a crowd round him to the next cross-roads.

13692. You mean that he should be allowed to go in plain clothes when not on duty?—Yes.

13693. For instance, the two hours when he is not allowed to go more than a quarter of a mile from barracks?—Yes.

13694. Do you think many of the men would avail themselves of that?—I think they would. A great many would. I put it forward for the good of the service, not altogether for the good of the men.

13695. Go on to the next matter?—That a constable in charge should be permitted to grant eight or ten hours' absence, say once a quarter, the absence to be either by day or night.

13696. *Mr. Harrel.*—You mean once in the three months?—Yes; I do not think the occasion would arise often. Very few might ask it, and the only place it would be of use would be a rural station far away from head-quarters; so that if a man wanted to go to a neighbouring town for a day, or if called away suddenly, he might be enabled to go without applying to his officer, as he must do at present, which would take three or four days. A man might be invited to a social gathering, a party or dance, and in a case like that it would be very well that the constable should be empowered to grant him permission.

13697. Would not you know a little time beforehand of a social gathering?—You might or might not.

13698. But an officer under such circumstances rarely refuses leave?—Yes, rarely; but time might not permit to ask him.

13699. *Chairman.*—Pass to the next subject?—That married men be permitted to sleep out on a more liberal rule than at present.

13700. *Mr. Harrel.*—The present rule is one in five?—Yes. I would say one in three, and when a man is not required for duty he should be permitted to stop at home at his lodgings. It is in the present regulations, but still the men have to attend roll-call, and it would be just as well if they were allowed to stay at home.

13701. Pass to the next?—Single men in barracks should be better accommodated than at present.

13701*. In what respect?—The dormitory, day-room, and kitchen, are the only parts of a barracks that a sub-constable is allowed for his accommodation at all.

13702. What do you ask more for him?—I would say there should be at least some place for men to dress and undress, and change themselves, besides the apartments I have mentioned. In some stations they have no place to change their clothes, except in presence of a married woman in barracks in the kitchen.

13703. Is not there generally a store-room off the kitchen?—In some places only. I have been in four stations during my service, and only in two was there any accommodation at all.

13704. *Chairman.*—Is not there the dormitory?—Yes. I am supposed to be out of that at a certain hour in the morning, and the servant will clean it out then. If I go back again I may cause some dirt, and in some places I would hardly be allowed.

13705. *Mr. Harrel.*—The regulations state you are to clean your clothes in the day-room?—Yes.

13706. Is there any regulation which would prohibit you from putting on your clothes there?—When cleaning myself up for parade in the morning is about the worst time.

13707. What remedy do you suggest?—I suggest that there should be more accommodation given. The public are paying for a barracks for the accommodation of police, and in nine cases out of ten the police do not occupy a barracks, but the whole place is taken up by married men, and they occupy the best of the barracks, without exception.

13708. That is not in accordance with the spirit of the regulations?—It is not.

13709. The barracks are primarily for the accommodation of the single men?—Yes.

13710. Then if there is any accommodation over it is to go to a married family?—Yes. I would say they should manage so that the single men would not have any mixing with the married family at all in barracks. In some places the married family have the use of the kitchen, and it is often very disagreeable.

13711. The married men have the privilege of cooking in their own room?—They have; but they may resort to one little economy or another and go to the kitchen.

13712. But have they not to pay two and a-half shillings of the kitchen fire?—They think it is better that the married family should have a fire to themselves; but in some places they have not accommodation.

13713. Their apartments do not admit of doing it?—Yes.

13714. You think the married men's apartments should admit of cooking in them?—Yes.

13715. And not having anything to do with the men's servants or fire?—Yes. The place should be marked out for them, so that they would have no rubbings with the men at all.

13716. I believe the observations which you have just made with regard to married families do not apply to a constable in charge; it is generally in a barracks where there is a second married family?—What I have said applies generally.

13717. You would rectify the matter at present by confining married constables in charge to barracks in which there was fair accommodation, and to barracks in which there was no accommodation for a married man you would send a single constable?—Yes; it could be managed in that way; but there would be great difficulty, I suppose.

13718. Go on with the next matter?—With regard to entering a public-house; while I frankly admit the less a man has to do with a public-house the better, still occasions will arise when a man has to go there. For instance, if I meet a friend. Then

Sub-Constable
Patrick Ryan.
13 Oct., 1882.

Sub-Constable
Patrick Ryan.
12 Oct., 1892.

if I am seen going in or coming out I am liable to be reported.

13719. Do you not think, having the character and the best interests of the force at heart, that a general licence to enter public-houses would be likely to lead young men in the service astray?—I do not believe it would; because the effect of that standing rule would not prevent one going into a public-house if so disposed.

13720. These visits are to houses generally in the grocery business, and such business is carried on with that of a publican?—Yes.

13721. Consequently, the house they visit is the most respectable one in the town or village?—Yes.

13722. And consequently, if you remove that restriction, you can remove any restriction to the houses they are permitted to enter?—Yes. I do not think they would go to other houses.

13723. You think any apprehension from giving this liberty would be more than met by the good feeling of the men themselves in support of their own respectability?—Yes; and it would not interfere with a man's duty in any case. For instance, if a friend came to see me, I have no place to entertain him except I take him to a public-house. I cannot receive him in the barracks.

13724. Suppose a friend visited you what would you say to asking the constable's permission?—I would not.

13725. Chairman.—Suppose there was a rule that the constable in charge could give permission in certain circumstances occasionally to go to a public-house?—I think that would be ridiculous altogether. I do not think any man would go to ask him.

13726. Mr. Harrel.—Go to the next subject, please?—They say that transferring men on marriage to other counties has a bad effect. It would be better for the service if they were allowed to serve in the same county where they are married.

13727. Chairman.—Are you aware that in England the rule is that if a man is married in a county he is transferred to the further end of the county?—It is something like that I was going to suggest.

13728. Then you would say the same county or some neighbouring county?—To put him in the locality where he got married would be awkward and disadvantageous; but let him be sent to some other part of the county where he would have no communication himself with any one belonging to his wife.

13729. Mr. Harrel.—You say if you transfer him to a distant part of the county he would have no intercourse with his wife's people?—He would have no intercourse with any of her people with regard to performing a disagreeable duty.

13730. Then I take it that what you mean is that a man should not, in fact, serve in the same district that his wife's friends live in?—Yes.

13731. But that if he were in the same county he would have facilities for her communicating with them which would be advantageous?—Yes.

13732. What is the next subject?—The men say parade and roll-call should be at 10 o'clock summer and winter.

13733. Uniformly, summer and winter?—Yes.

13734. What is the next matter?—I do not think I have anything more to mention. I would corroborate the constable in everything he said with regard to uniformity in promoting men. The way men are in some cases promoted is anything but satisfactory. In some counties they are promoted at three and four years' service, and in others they have twenty-four.

13735. Chairman.—Do you wish to add anything more on the subject about promotion?—No. The promotion from sub-constable to acting constable is what I look on as most important.

13736. Mr. Harrel.—You think a man should not

be examined for promotion before he had seven years' service, and that he is very safe if he gets it at eight or nine?—Certainly. It is a great mistake to promote men younger. They can tell a good story, but when it comes to practical service they are nowhere.

13737. Chairman.—Have you anything else?—I forget to mention about the present nightly allowance. We wish that it should be made permanent. According to the present regulation as to nightly allowance a man not going on duty before 9 o'clock is not entitled to it at all, for instance, last night week I was out from half-past 11 o'clock at night until half-past 10 next day, and during that time travelling through corn fields and meadows and everything else protecting sheriffs' bailiffs.

13738. That is to say you were out ten and a-half hours, including virtually all the night?—Yes; and all I am entitled to for that, according to the permanent scale, is 1s. I consider I should be entitled to a nightly allowance when going on duty before 10 o'clock.

13739. Would this meet it? Suppose you were entitled to a nightly allowance for, say, twelve hours, including from 12 o'clock midnight to 3 o'clock, a.m.?—That, in my mind, would meet it.

13740. Mr. Harrel.—What will you be really allowed for the turn of duty you described?—1s. 6d. The permanent allowance is 1s., but the provisional allowance is 1s. 6d.

13741. Quite admitting the arduous duty you were engaged in, what was your expenditure?—My expenditure was nothing on that occasion, because I was provided with breakfast at a neighbouring station, but if I had not my breakfast would have cost me 1s. 6d.

13742. Chairman.—But as I take it, you regard the 1s. 6d. not in the same light as the Treasury regard it. The Treasury regard it as compensation for expense you would be put to, while you say you ought to be entitled to it as compensation for the work you have been at?—Yes.

13743. As I understand the regulation, if you had been out from 9 o'clock at night until the hour at which you were out next day, namely, half-past 10 o'clock, you would be entitled to the 1s. 6d. nightly allowance, although you had never been at any expense for bed?—Yes.

13744. But all the time discharging your duty?—Yes.

13745. Therefore, you argue it cannot be said that this allowance is absolutely confined to the purpose of meeting the expense of a night's absence?—Yes.

13746.—Is there anything else you wish to mention?—This is a thing the men all cry out against. Every policeman, when he joins the force, has to purchase a box at his own expense, and the day he leaves the service he cannot say to himself "That box is mine." It is liable to be inspected, and is inspected always. The most useful part of it is filled up with a lot of regulation necessities that could be done without.

13747. What is it filled with?—A knife and fork, a spoon, and a lot of sundry things that are of no use to a policeman, but only an incumbrance.

13748. Are these, the knife and fork and spoon, used for the men?—No. They are just kept there in the box. I would defy a man to tell me when he required a knife and fork and spoon when on duty. In some cases when men are proceeding on duty they bring a pack with all these things in it.

13749. Mr. Harrel.—There is a certain list of what is called regulation necessities a man gets when he joins as a recruit at the dépôt?—Yes.

13750. And the box is included?—Yes.

13751. A recruit before he joins is warned that he must have a certain amount of money to purchase the necessities?—Yes.

13752. When at the dépôt, are you not required to use a knife, fork, and spoon?—Yes.

13753. Which you have to supply yourself with ?—Yes.

13754. And these are the regulation necessities for the time being?—Yes.

13755. Then so far as necessities are concerned they are correct enough till you go to a county?—Yes.

13756. When a man goes to a county, he generally provides himself with a new knife, fork, and spoon to keep as part of his kit?—Yes.

13757. He does not use these?—No.

13758. Could not he use them instead of buying new articles?—It would be a dangerous thing for him to use them as he might forget to put them back. Perhaps if he had a scissars cutting a comrade's hair he might get more abuse than if he allowed a great offender to escape.

13759. It is necessary, surely, for a man to have a box?—It is. A man should be allowed to keep a box big enough to hold his clothes and other things. I heard a constable in Waterford say he had to send his plain clothes to a neighboring house to keep for him. He had no place in the barracks where he could keep them. A man cannot keep a portmanteau, trunk, or anything of the kind knocking about, and the packs are looked upon as altogether unnecessary and an incumbrance.

13760. Suppose you are going on duty where you will be absent eight or ten days, you would want the pack?—I would not.

13761. Would your haversack contain a pair of trousers, boots, socks, a shirt, and so on?—I would take them with me.

13762. How would you take the boots?—I would not take boots. That is all we generally take except where a man might be compelled to lay them down for inspection.

13763. I am speaking of your health and comfort. Do you not think, with the majority of the men, that it would be a dangerous thing for a man to go away from his home for eight or ten days with one pair of boots, especially with the risk of these getting wet?—I have seen them do that. Last year a lot of us were ordered to proceed to a distant county on duty. We left the packs and valises behind in Waterford, and we went to Cork on duty. We were six or eight days absent, and we found we could do duty without them for better than if incumbered with them. The packs might be done away with altogether according to the opinion of the men.

Constable THOMAS LEVINSKY, continued.

13764. *Chairman.*—You represent the non-commissioned officers of the County Meath?—Yes.

13765. How long have you been stationed in Meath?—Six and a-half years.

13766. How long have you been in the force?—Seventeen years last July.

13767. Where were you stationed before?—For the first four years of my service I was stationed in the County Clare, at Newmarket-on-Fergus.

13768. And where before that?—That was my first station from the Depot on allocation to a county. From there I went to Cavan, where I spent five years in the town.

13769. What is the first matter to which you wish to call attention?—Increase of pay.

13770. What increase of pay do the men you represent seek?—They have not definitely fixed a sum.

13771. Will you tell us what you think the principles are which ought to regulate the increase of pay?—I am of opinion, and I believe the men I represent are also, that, having regard to the increased duties we are called upon to perform now, we must, of necessity, support ourselves much better than heretofore, and in consequence, our outfit is thereby very considerably increased.

13772. Suppose you are doing duty in your own district, and not doing duty outside your own district or public duty, is it your experience that your expenses in your own district are increased in consequence of the severe duty you do?—Decidedly.

13773. Is that in consequence of the increased patrols and protection, and so on?—In consequence of the increased duties of a harassing nature which we are called upon to perform.

13774. That applies not only when called upon to do duty in another district, but in your own district?—Yes.

13775. This foundation of the claim has arisen during the last three or four years of disturbance?—It has.

13776. As I understand, your case is that the hard work you have been put to has made it necessary for you to eat more and live better generally than before?—Yes.

13777. When you go to do duty outside your own district, tell me whether you find the temporary allowance of 4s. 6d. and the corresponding

allowances are enough to meet the night's expenses?—Having regard to the quieting down of the country, and to the likelihood that hostility to us as policemen may subside, I believe, and the men believe if the present allowances are made permanent they will cover the actual expenses—no more.

13778. Am I to gather from that, that when the disturbance was at its height, the people so overcharged you that even the 4s. 6d. a-night would not be enough?—It would not; nor half as much more in many cases. I think it was in consequence of the feeling of the people and the overcharges made we got it. I have known instances of men proceeding to localities on public duty where they had to pay 6s. and 7s. for their food in twenty-four hours, not to talk of bed. In many cases they had not beds to pay for, but were provided with straw lodges.

13779. *Mr. Harvel.*—They must be absent thirty-two or thirty-six hours to get anything additional to the 4s. 6d.?—Yes.

13780. *Chairman.*—Point out to me some districts in which you have found that owing to the heavy charges made against you the 4s. 6d. would not be enough?—I have not had personal experience of it in my own county, inasmuch as I am clerk in the county inspector's office; but, from hearsay, I can point to two or three districts in my own county.

13781. In reference to districts outside your own county, have you heard men say they were overcharged?—We had a detachment from Meath in Cork this time twelve months, or a little later, and they complained of being charged very high in Cork, and even at Rathfriland, and elsewhere in Limerick, they were put to a great deal of additional expense.

13782. Over the 4s. 6d.?—Over what it would cover.

13783. If the present state of things quiets down, and if there is not this hard work thrown on you in the future, of course, although there may be a great still for a claim for an increase of pay, still the ground you have just now referred to, namely, the necessity for more food on account of harder work, would be to some extent removed?—No doubt to some extent it would; but the labour market is very much

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Patrick Ryan.

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Constable
T. Levinsky.

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T. Lovett.

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increased, so that a common artisan who scarcely ranks with a policeman in intelligence and an ordinary labourer, will draw more wages in the week than I will as a constable.

13784. An ordinary sub-constable draws £l. a-week?—About that.

13785. And he gets lodging accommodation?—Yes, if a single man.

13786. He also gets his uniform?—He does.

13787. That is to say he gets the clothes he wears during the greater part of the year; and again, his employment is permanent, while he gets some pension, even the man who joined since 1856?—He gets some.

13788. You will say it is not enough. We will talk of that afterwards. Would you say that a man, because he came over £l. a-week at certain times in the year, is as well off as an ordinary sub-constable of six months' standing?—In a pecuniary point of view I do not consider him so well off; because, unfortunately for themselves, labourers make no provision for a rainy day. If they got £l. 10s. one week, they would spend it the next, if they were idle.

13789. Have they what is equivalent to £l. a-week all the year round?—Some have; but the men that have not we are far superior to in education.

13790. It was not I instituted the comparison, but you. I am following the comparison instituted by you. Have you compared the amount a policeman has to live on with the amount an artisan has to live on—we will say a mason or a carpenter?—I have not drawn an accurate comparison; but I know, as a matter of fact, that a respectable mason or carpenter would receive much more weekly wages than I do; and if he is a good tradesman, and minds his business, he will get employment all the year round, as a rule.

13791. Do you happen to know what the average rates of wages among various classes of artisans are throughout Ireland?—No. Of my own knowledge I do not.

13792. Proceed with the subject of pay?—The men that sent me here say that having joined the police force at an average of 30 years of age, and having served till they have had thirty years' service, they have then spent the best of their life in the public service, and they are strongly of opinion that having done so, and conducted themselves as they must do in the police, they ought to be in a position to live in old age; and if they have to leave the service, as I know many have done, without a penny to go home, except the little grant they get, they make bad use of their time in the public service.

13793. Do you mean the pay ought to be such as to enable a man to save?—I mean that in addition to a man expecting himself respectably and substantially, he should, if a saving man, be able to lay by a little to assist him in after life, when he becomes old and feeble, and requires more care and nourishment.

13794. That is to say that, in addition to his pension, he ought to be in a position, if a sensible man, to lay by a little money?—No doubt.

13795. But suppose he marries, as most men do when about ten years in the force, that is to say, about 30 years of age, you would not expect he would save much money if he has a family?—He could not have a penny over if he paid his debts and supported his family with the ordinary necessities of life.

13796. Would it be fair that he should expect to have a rate of pay to enable him to save money at the end of thirty years; because, remember he gets pension, and remember what you want is this, that in addition to keeping his family and educating them, and providing for them as they grow up during the twenty years that pass between 30 and 50, he should save money?—I do not wish

that to be understood. I mean what I have said with regard to the saving of money to apply exclusively to single men.

13797. Then your view is that it is not possible for a single man, if he remains single all through his career, at the end of thirty years to have saved anything substantial?—Certainly not, in comparison to the number of years in the public service to which he can lay claim; and if he is a married man, he cannot save money nor supply the necessities for his family.

13798. Go on to the next point of view you wish to put before us?—The next matter in the order of importance, as regarded by the men I represent, is the pension affecting men who joined the service since 1856.

13799. You are not one of them?—No; I merely escaped by a few months; but, notwithstanding, I am thoroughly convinced of the great grievance it is to the men.

13800. I am bound to say that I think the witness who does not come under the 1856 Act is scarcely of less value than the witness who does. Proceed with your argument?—They consider they are entitled to the same pension as the men who joined before 1856. They are doing the same amount of duty, exposed to the same danger and hardship, and, owing to the great increase of duty within recent years, they cannot, as a matter of fact, lay by any money which might be of use on retirement. Duty is so severe that they must support themselves much better than heretofore, in order to be able to go through the fatigue and hardship to which they are subjected. I have no doubt whatever that the resignations will be very numerous among the men affected by this, if not remedied.

13801. Why do you believe that the resignations will take place?—Because, as a rule, young men joining the service have no idea whatever as to what pension they are entitled to on leaving it.

13802. You do not think, even if we allow the pensions to remain as they are at present, it is on the men coming into the force it will have that effect?—In the course of time it would.

13803. You think then, it seems, that recruits would still continue to come in, and remain a few years?—No doubt.

13804. Do you think they would go away before a long service?—Of course they would.

13805. About what time?—Between three and six years.

13806. Do you, representing as you do a large number of these men, put that—I do not say as a threat, but do you put that as a warning from the men, what they will do, or as a thing from your own personal experience you know will occur?—I do not put it as a threat at all, but as the natural consequence of what will occur, judging from my intercourse with the men. They do not hold it out as a threat by any means, but as a sort of warning.

13807. As a warning. As a matter of fact, would many resignations take place if the pensions were left as at present?—I believe there would.

13808. It would not have the effect of making men resign in the first two, three, or four years of their service?—It would take them the first two or three years to realise the fact as to the pension to which they would be entitled. The first thing is to become a policeman and get trained at the Depot, where they acquire a knowledge of routine; but having done that, and settled down as policemen, they begin very soon to think what they will have in old age.

13809. At what service do you think it would have the effect of promoting resignation in the present condition of the pensions?—The most likely time at which they would leave, would be between three and five years' service.

13810. It may be taken for granted that as soon as men get married they settle down?—It is not of

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the question that they will resign then; or it is not to be expected.

13811. When a man gets married, as a rule, he has made up his mind to remain?—In point of fact, he is not able to leave, because he has not anything to take himself and wife elsewhere. The single men are the most likely to resign between three and five years' service. After that they begin to get a chance of promotion.

13812. Have you anything else to urge on the subject of pensions?—Young men joining the force know nothing of it until they are some time in the force, when they are sure to try their turn elsewhere rather than spend the best of their days in the service of the public, and find themselves, in the end, in comparative penury, compelled to look for another situation in order to be able to support themselves.

13813. Go on to the next subject?—I am not personally interested in the matter of pensions, having joined in 1863, but I feel I would not be representing the force properly if I did not state to the Committee that the importance of this question cannot be overestimated.

13814. Pass to the next point?—The men are unanimous that, having completed thirty years' service, all men under the rank of sub-inspector should cease to be members of the force without going through the force, now in existence, of being discharged medically unfit by a Board.

13815. You are aware that the men who joined since 1866 are not required to go through this form?—I believe not. From my own experience, I know that when come to twenty-five years' service they get certificates for imaginary diseases, with a view of being returned medically unfit when they come to thirty years' service. The consequence is that the public lose a year's active discharge of duty, whereas if allowed to retire as a matter of course, they might continue their duty to the day they would leave as heretofore.

13816. Suppose a man was not under any temptation, and gave the service fair play till thirty years, do you think the men entering at 19 or 20 years of age are good up to thirty years' service?—If they are men of ordinary constitutions, who take regular care of themselves throughout their service, they may serve to thirty years; but I do not consider they are physically or mentally fit to discharge their duties after that as constables.

13817. Go on to the next point?—Some of the men I represent wish it to be put forward that should a man from any cause, physical or otherwise, wish to retire from the service at twenty-five years, he should be allowed to do so on a pension proportionate to what he would be entitled to at thirty. Even if that were conceded, it would not be taken advantage of to any great extent, inasmuch as by the present pension regulations, a man would be making a very substantial sacrifice if he retired at twenty-five years' service.

13818. Pass to the next subject?—The next in the order of importance is the grievance of unfavourable records.

13819. I suppose you would say that unfavourable records should have no effect as regards pensions?—Under no circumstances.

13820. Now state what your claim is with regard to the effect of unfavourable records on promotion?—In trying to devise some reasonable scheme I found it the most difficult subject of the whole lot; but I think something like this would possibly meet the case. This is a matter in which the men think there should be an alteration. They are unanimous in thinking that unfavourable records should cease to be reckoned against a man after a given time, and on no instance should they affect a man when being discharged on pension. I am sure there is no man who would not be satisfied to make some substantial sacrifice to get rid of records, but at present they follow him to the grave, which is a serious source of

discontent. I think that for all purposes of promotion, a man should be eligible when he is two years free from unfavourable records, and when comparing his claims for promotion with men free from unfavourable records, he should have at least one year's service for each record over a man of equal merit, in other respects, to entitle him to advancement.

13821. Is there anything else on the point?—Having arrived at the time of retirement every man should leave the force on the pension proper to his rank without deduction for records. I consider this scheme would afford ample inducement to men to avoid unfavourable records, and would tend very much to the efficiency of the force. It has often been remarked that some of the best men have been unfortunate in their early days, and in consequence never were able to attain any position in the service. Had there been any given time at which the unfavourable records would cease to appear against them, I have no doubt they would, in a great many cases, have fully redeemed their character and become efficient members of the service.

13822. Mr. HARVEY.—There is one thing you have not touched on, and that is the consequence of a second record before the first is wiped out. Supposing a man had incurred a second record before the first was wiped out, how would you deal with his case?—For promotion purposes, I think he should have two years free from the last record.

13823. But would you put a man, for instance, who had had a record at a period of eighteen months prior to his receiving a second one, on a par as regards grading that record with a man who had had only one, or would you require a longer interval of time to elapse before you got rid of the second?—For all purposes of promotion I consider it sufficient to have two years free from the date of the last record, no matter how many he has had.

13824. We are not speaking of eligibility for promotion, but wiping them out altogether off his sheet?—The men are divided as regards the number of years that should elapse before they would finally disappear against a man. Some have two, some three, and some five years. If a man has five years' good conduct all such records should disappear without reference to their number.

13825. Have you anything else on the subject?—What I want to convey with regard to the effect on pensions is that if a man was so unfortunate as to get an unfavourable record a month before his discharge it should not affect pension.

13826. Chairman.—What is the next subject?—The next in the order of importance, as I am instructed, is lodging allowance for married men.

13827. What amount do you suggest?—10*l.* a year.

13828. Are you married?—No.

13829. Here, too, we can appeal to you as a witness not prejudiced in your own interest?—I have been married, but my wife is dead for some years. I am a single man for all purposes with reference to this question.

13830. Tell me the grounds generally on which this demand is put, and the condition in which the married men live?—I have considerable experience, having been stationed in towns all my life. At present the case stands thus: Supposing my comrades and I are two sub-constables stationed in any country town in Ireland. It happens that there is accommodation in the barracks for one family. We both get married, and, so far as service and character are concerned, we are equally good men in the service; but I happen to be senior to him, and, as a matter of course, I get the barracks accommodation. He then, through no fault of his own, is compelled to take a house or a room according to the number of his family, and very often it is a difficult matter to procure one even at an exorbitant rent. According to the sort of locality he is in he has to

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pay 5*l*, 10*l*, 12*l*, and up to 15*l* if he has to take a large horse. This is a tax imposed upon him through no fault of his own, but simply because he happens to be stationed in a particular district where there is no accommodation for him.

13831. You are putting that in the case of two constables?—Of constables.

13832. But, after all, of two men equal in rank, the constable in charge of a station has the preference and the choice of barracks accommodation, to the exclusion of a man not in charge?—Quite so.

13833. Supposing neither of them in charge, or the case of two sub-constables, the senior would have the accommodation first, but at the end of twelve months he would turn out?—No; not with regard to barracks accommodation. He would as regards the privilege of sleeping out of barracks, but he would not displace him in the barracks.

13834. But would not it come to the same thing?—The present regulation would not occasion any man of a similar rank to replace a man in barracks accommodation.

13835. The regulation really refers to the privilege of sleeping out?—Quite so. They enjoy that privilege a year at a time.

13836. But you have not known of instances in which men were changed for that purpose?—No. I am aware of no regulation authorizing it.

13837. Then if a senior gets the barracks accommodation he keeps it?—He does, simply because he is senior, and not through any fault of the other man who cannot procure it. That they themselves have accommodation might be urged in answer to anything that might be said by the single man in the barracks to a lodging allowance being given to married men.

13838. The single man, instead of an allowance, gets the barracks accommodation. Are you aware that every man has a deduction made from his pay in England for the privilege of living in barracks?—I am not.

13839. What effect on the mode of sustenance and manner of life of the individual does the want of an allowance for barracks accommodation produce?—It has a very serious effect on the man's family.

13840. And on the man himself?—I take it that if he is an ordinary man, having the feelings of a man about him, he would rather deprive himself of some of the luxuries of life than have his family want food.

13841. Does he deprive himself of anything?—He does, unless he has private resources to supplement his pay. He would pay 10*l* or 12*l* a-year for a horse.

13842. Now go on with your case?—In following this idea, I wish to remark that at present the case stands thus: Two men are married, the senior gets barracks accommodation, the other, equally as good a man in every way, has to take a house, often a very indifferent one, at an enormous cost. As a rule, policemen married are away from all belonging to them, and their wives, in many cases, could assist in their support if allowed to follow their trade; but such is not the case, and the consequence is that they are often living in poverty and hardship, though they are too proud to admit it. I believe that to be the fact.

13843. What trade would they follow?—Any trade to which they might be brought up, such as a dressmaker or a shoemaker. At present, they are not allowed to pursue any industry from which they could derive benefit.

13844. Pass to the next subject?—The next is promotion from the ranks. The men are strongly of opinion that promotion from the ranks to the higher grades of the service—by this I mean constable and sub-inspector—would tend very much to the efficiency of the force. In saying this, I do not wish to be understood as in any way finding

fault with the officers appointed as constables; but I believe if promotion were more general from the ranks it would stimulate in the force a greater activity and zeal, and would draw to the force men of superior education and respectability, and in a short time there would be abundance of material, if there is not already, to make the force efficient itself.

13845. Have you anything else to urge on the subject?—I think not, on that point; but there is a small item next concerning men who, through the visitation of Providence, may become non-effective, and after ninety days their pay is stopped, just when, above all other times in their life, they ought to have money to nourish themselves.

13846. At that time they would be recovering or they would be very bad indeed?—Yes. In any case they would want the full amount of pay to which they are entitled. If a man contracts disease through his own indiscretion, let him forfeit any reasonable sum for it, but not otherwise.

13847. What is the next thing?—The next is extra pay—that the present allowance of 4*l*. 6*l*. a-night be made permanent, as nothing less would meet the actual expense to which the men are subjected. There is a section 563 of the Finance Code to be amended, so that men, leaving their quarters any time before 12 midnight, and absent eight hours, which do not terminate till after 3 a.m., may claim allowance for a night. This is a case I can give you a striking instance of, which came to my own knowledge. As county inspector's clerk I have to check the financial expenditure of the county. Suppose a party of men are ordered from barracks at half-past 9, and they do not return until half-past 9 the night after to-morrow; that is to say, they are forty-eight hours absent. For that they are only entitled to one night's extra pay and extra pay for twelve hours after. I want to put another case. Men left their station at half-past 9 o'clock at night, and went to protect almshouse buildings. They were away some three days, and, in addition to the three days of twenty-four hours each, they were sixteen or seventeen hours absent; but, because they did not leave their barracks before 9 o'clock at night, the last night did not count as a night.

13848. Mr. Harrel—Seeing the allowance is a very fairly liberal one, and is intended to cover, not only the actual expenditure of a night, but a man's extra expenses for twenty-four hours, do you not think that making it for eight hours is scarcely reasonable?—As regards the eight hours it might be scarcely reasonable. Say ten hours.

13849. The case you put is an extreme one, and has been put before, and we have seen the hardships entailed on a man by leaving at between 9 and 12 o'clock, and not being entitled to the 4*l*. 6*l*., unless he was actually absent the whole twenty-four hours?—Quite so.

13850. Suppose the rule were modified to some extent, and say if a man became entitled to the nightly allowance of 4*l*. 6*l*. for twelve hours' absence from his station, provided three of the twelve were between 12 midnight and 3 a.m., as those are not hours at which they generally leave; would that meet the difficulty?—It would be an improvement.

13851. Supposing a man, leaving at half-past 9, or any time up to 12 o'clock, were entitled to 4*l*. 6*l*. for twelve hours' absence, do you not think it would meet the ordinary cases?—It would be a very great improvement on the present. But, previous to this, men who left their station up to midnight, and did not return until they had completed ten hours, got a nightly allowance. It is not because he leaves the station at half-past 9 or half-past 8, he will require the same amount of food and sustenance. I think if he left the station any time before midnight, and he was ten hours absent, he should get the nightly allowance.

13852. Chairman—What is the next subject you

have £—Marching money. The men are quite satisfied to perform all the duties of their sub-districts without any allowance, but when ordered on duty elsewhere, they think they should be allowed actual fare, regardless of distance; public conveyances to be made available to the fullest extent, and special cars at a reasonable rate for the remainder of the journey. They cannot afford to pay for such out of their small salary.

13842. Mr. Harrel.—At present they get 2d. a mile beyond 6 miles out of their district?—Yes.

13843. That is counted by the statistic mile?—Yes.

13844. After all, supposing three men were going upon duty, would not that soule pay the car hire?—In many cases it would.

13845. You say the actual expense of car hire?—Yes. If a car can be procured at less than what the marching-money allowance would come to, let it be procured.

13846. The present scale of marching-money is incomparably superior to the old scale?—It is double.

13847. And has more advantages?—It is for the mileage.

13848. The men also are in a better position, inasmuch as they get extra pay for the same time?—They are.

13849. So that their demand as regards that matter is not a very serious business?—Except in this way, that my own individual opinion is that we should discharge the duties belonging to our calling in the district to which we are appointed; but if the Government or our authorities think it necessary to send us elsewhere we should be sent at the public expense. The little allowance we get should not be put to pay for that.

13850. But, in point of fact, this marching money comes very near the marching expenses?—Very near. It is a great improvement.

13851. Pass to the next subject?—The next I have down is an allowance for making up the uniform clothing.

13852. Is it deficient?—It is.

13853. It is 7s. 6d. for the two garments. What do you suggest?—The present rates are not sufficient, and should be increased to 7s. for a tunic and 3s. 6d. for a pair of trousers. I have paid this for the clothing on me.

13854. It is about 3s. a suit?—Yes. This is a matter on which I would wish to be understood that we do not go in for making any profit at all, but simply to get the amount of what it actually costs us.

13855. What is the next subject?—The next is in reference to the fuel and light allowance, which is insufficient.

13856. Do you make any distinction between stations as regards the numbers of men or rural or head-quarters stations?—Yes; a substantial distinction. The present rates are not sufficient, and should be doubled during the winter six months; and in towns where men are going out and coming in frequently at night and prisoners have to be looked after, three times the present allowance would not meet the actual expense.

13857. Do you include the expenditure of fuel for all purposes in the barrack when you speak of the allowance not being sufficient—I mean cooking as well as the guard-room?—I do not; for I know as a matter of fact in my station each man in the barrack has to pay from 2s. 6d. to 2s. 9d. each per month for extra fuel and light.

13858. You are in a head-quarters station?—I am.

13859. Then you have 11s. a-month?—But in winter time the expenditure on fuel in the barrack comes to 3l. or 3l. 5s. a-month. Men are going in and out all hours of the night, and there must be a fire to warm them. Prisoners must be taken out frequently during the night and kept at the fire. The present allowance would require to be at

least doubled during the winter months. That would apply to every station. There should also be an allowance for a certain number of men where they have to be out during the night. In a little country station they do not require much fire. A couple of men are on patrol and do not require much fire. But where there are two or three patrols and a large party of men it is necessary to have a good fire to dry their clothing.

13860. Go on to the next matter?—The next I have is the promotion of constables to head constables.

13861. What have you to say with regard to that. There are three ways in which they get advanced: the ordinary way, through the county inspector's deskship, and the select list?—Yes. The majority of the men are in favour of the seniority list as opposed to the select list. Their opposition to the select list is not of a hostile nature; but rather it is due to the fact that they themselves being in charge of stations throughout the country have not time to study or prepare themselves for the select list examination.

13862. At present there is no restriction as regards service, except in the rank of constable?—There is not.

13863. And in reality a man of very short service indeed might go up for the select list?—He might.

13864. Do you think it would be an improvement that constables going up to compete for a place on the select list should be obliged to have a certain number of years' service?—I have talked the matter over with the men, and the conclusion we came to was this, that the present system causes considerable discontent among the senior constables. There are very many constables of say from seven to ten years' service in the rank who are in charge of stations.

13865. How many appointments are given under the recent regulations to the select list constables?—I am not aware.

13866. Is it not the regulation that there is a certain proportion?—There is. I have not authentic information on the point.

13867. Supposing a man were required, in addition to his service in the rank of constable, to have service in the force of fourteen or fifteen years before he could compete for the select list; would that bring the chances of seniority men and select list men more on a level?—I believe it would, but it would very much interfere with the select list candidates. Men would not be so bright at a literary examination as they are when fresh from school.

13868. But, under ordinary circumstances, a constable has nearly twenty years' service before he gets his chance of promotion?—That is off the seniority list?

13869. Yes?—He has, and sometimes twenty-five. If there was no select list the promotion off the seniority list would be increased very much. At present there is no chance of being called off the seniority list unless you are between eleven and twelve years in the rank of constable, and if there was no select list it would be reduced to seven or eight years in the rank.

13870. Pass to the next matter?—There are a lot of small items to mention as regards offences. The men consider that no man should be punished for the act of another unless it appears that he was in some way a party to the offence himself.

13871. Chairman.—Either by his neglect or connivance?—Quite so. Every man should be accountable for his own acts, but no more. It is a great hardship, if I take a man on duty with me, to keep my eye on him at all times. I could not do it; and if he gets drunk without my knowledge, and I bring him in, my superior punishes me for allowing him to get drunk, though I never saw him take a drop, not to speak of giving it to him.

Constable
T. Leatham.
—
13 Oct., 1892.

13882. Pass to the next?—There is another matter which, though not rigidly enforced, should be done away with altogether—that is, the quarter-of-a-mile limit of a walk. Men should be allowed to go where they liked when off duty.

13883. Would you extend the time?—I would not, inasmuch as, if a man requires more time, his constable ought to be empowered to give him leave to meet his requirements. I do not think it desirable to encourage long absence when not on leave or on duty, as duty might turn up to render it awkward. But I do think that a head constable or constable in charge of a station in a remote part of the country, in the event of one of his men receiving a sudden notification of the illness of a relative or friend, ought to be empowered to grant a day's leave.

13884. *Mr. Harrel*.—What do you mean by a day?—A day's leave, from any time in the forenoon, and terminating at 12 o'clock at night.

13885. *Chairman*.—What is the next matter?—There is another matter also on the same subject—that the mere fact of a man entering a public-house should not be regarded as an offence against discipline, as the best men in the force will sometimes do so. For example, I meet a respectable man, a civilian, from a district in which I served formerly. I know him to have been friendly and useful to the police. He asks me, naturally, into a public-house to have a glass of grog. If I go, and am seen by my authorities, or even by the men under me, I am liable to be reported and punished. Should I refuse to go, I forfeit his friendship, and possibly may have missed some useful information by it. That is the case at present. A policeman is of human nature, the same as any other man.

13886. If it could be limited to the use you describe, there would be much to be said for it. But do you not think there would be some danger if a general permission of that kind were given, that it would be abused, and some men would make a habit of going into public-houses?—It is quite possible they might.

13887. Is there any middle course you would suggest to give permission to men going in, and still be some barrier to going into public-houses?—It is very hard to say.

13888. *Mr. Harrel*.—That is not only in the interests of discipline, but in the interests of the men themselves?—Quite so.

13889. *Chairman*.—Well, is there any middle course you would suggest?—It is very hard to suggest a course.

13890. Suppose a constable in charge was allowed to go himself when he thought it reasonable, and to give permission to the men under him to go when he thought it reasonable; for instance, in the case you put of an old friend from another district coming into the town, the constable would be bound, in case he went himself, or gave permission to a junior, to make a brief report of that in a weekly report to his officer—do you think now that that would not meet it to some extent?—I believe it would be a very great improvement on the present system.

13891. Of course, I know there are some men that would like to have a far more liberal permission given than that; but do you think that would be accepted by the men?—I believe it would be accepted; because it is a step in the right direction, and it would in a great measure relieve head constables and constables in charge of stations from the position they are now placed in.

13892. I presume you mean the position of either overlooking a breach of discipline or punishing a man for a thing which it is well known is constantly done with impunity?—Yes. Suppose I am going down town, and I see a man belonging to my station go into a public-house, if I know him to be steady and am perfectly satisfied he does not go in for drink, but to have a chat with the inmates, or even a

drink with a friend as I have described, I would be slow in reporting him, and I would like to be relieved of the necessity of doing so. On the other hand, if I saw a man of intemperate habits going into a public-house, I would show him up for it. I think that anything at present that would tend to increase the intimacy of feeling between the police and the people among whom they are stationed would be desirable, and the more confidence that could exist between them the better for the police and for themselves.

13893. Pass to the next subject?—There is another small matter on the same subject—that the hour at which the barrack orderly should be properly dressed be 7 o'clock instead of 6 o'clock, at least during the winter months, as the very best men will not be regular at 6 o'clock, and thereby are liable to be reported and punished. At present a man is appointed guard or barrack orderly for twenty-four hours, and he is obliged to be properly dressed at 6 o'clock in the morning. The sub-constables, whom that regulation affects, think that for all purposes of order and regularity, 7 o'clock would be quite early enough, particularly in the winter months, when it is dark even after 7 o'clock. That would be a boon for the men. When the constable in charge gets up he wishes to see the guard dressed, and if the guard is a good man, who has slept a little too long, he does not wish to have him punished.

13894. Pass to the next matter?—As regards transferring men when they get married, it is the opinion of the men I represent that the present practice enforced of changing men to distant counties is not calculated to increase the efficiency of the force. Policemen, as a rule, marry women whose families rarely ever come into collision with or violate the law. We are of opinion that by changing a man to another district of the county it would meet the case, and thus increase the opportunity of getting information, a thing much required in the force.

13895. *Mr. Harrel*.—You think a man might serve anywhere except in the district in which his wife's friends are?—Yes; and I believe if we could only bring that state of affairs about it would have a very salutary effect. For this reason, that suppose I get married in Trim, and am transferred to other Navan or Slane, say 10 or 15 miles, my wife can go backward and forward to her friends, and I might meet them at a fair or market, and get into conversation with them, and if there is anything unusual going on in the district she or I will hear it. In addition to this, the evil-disposed in the district, knowing that such a family is connected there, would be deterred from crime. If we could have a network between the police and the people in that way, it would render the perpetration of crime with impunity almost impossible.

13896. Do you think the police are kept too much apart from the people now?—I do; and should there be any special reason for rendering the transfer of a man necessary, let the facts be reported for the Inspector-General's decision. I mean if a man were married in a district, and his acts were of such a nature that it would render it desirable to have him removed elsewhere, fearing collusion, it would in that case be his interest and the interest of the force to be transferred.

13897. What is the next point?—Packs or valises are not required in the service. They are a great incumbrance, and of very little use. They are very inconvenient to carry in a train, particularly the valise. Men are rarely absent beyond four or five or six days at a time when they proceed on detachment duty, and all the articles they require would be a change of linen or socks, which could be readily carried in a substantial leather haversack, not a canvas one. In a substantial haversack a man could carry a shirt, a pair of socks, and brushes. They have a new method of carrying the coat, the

same as soldiers, across the shoulders, and it would do away with the necessity of a pack altogether.

13898. What is the next matter, please?—I think I have fairly exhausted my programme, so far as what the men sent me here about. There is one matter, however, that personally concerns myself, namely, as to county inspectors' clerks and assistant storekeepers. I have fairly represented what the men sent me here for, and anything I have further to say, with your permission, is in connection with men situated as I am.

13899. With regard to county inspectors' clerks what do you wish to say?—I believe they were specially represented here already.

13900. Yes. The county inspector's clerk from Westport was here yesterday, and referred to everything connected with the clerks?—I suppose it would be superfluous for me to say anything?

13901. Not at all; but it is only right to tell you that in order that you need not dwell upon matters that we understand?—I say the position of a county inspector's clerk is a very responsible one, and certainly more so than any constable of his rank in the county.

13902. Chairman.—What do you propose?—The position of county inspector's clerk and assistant storekeeper is filled by one and the same person. I am quite satisfied to perform the duties of county inspector's clerk as a constable; but what I advocate is that being assistant storekeeper, and responsible to Government for a considerable amount of property which I have in store, and for the care of which I am accountable, I should receive a reasonable allowance as assistant storekeeper; because all the duties I perform as assistant storekeeper are extra my duties as a constable. The allowance I draw at present is a mere nothing, only 12s. 6d. a-month, which would scarcely keep fire in the store during the day and to provide other incidental necessities. I think that having regard to the importance of the post we should be allowed some privilege distinct from an ordinary constable. An orderly-room clerk is allowed to wear a superior uniform to that of a man of relative rank in the line.

13903. What advantage do you propose to give the county inspector's clerk?—Let him serve twelve months on probation to see if he will give satisfaction in the capacity of clerk, and having done so, I would allow him to wear the uniform of a head constable, giving him the temporary rank of second class. On completing four years in the office to the satisfaction of the county inspector, who would represent the fact to the Inspector-General, I would expect the clerk should be entitled to receive promotion to the rank of head constable as a matter of course. Before he goes into the office he has to stand a literary examination at head-quarters, which is equal to the examination for the select list. Therefore, after completing four years in the office he should receive the appointment and his allowance as storekeeper should be increased.

13904. Mr. Harrel.—At the present time you have to serve sixteen years, six years in the office and five years a constable before you are entitled to go up for promotion?—Yes, except I go up for the select list.

13905. Then there is a penalty on you?—I am handicapped then.

13906. Four six years in the office is increased to eight?—Quite so.

13907. Do you suggest that at the end of four years as clerk you become head constable as a matter of course?—Yes; on the report of my county inspector.

13908. That would shorten the service of a county inspector's clerk as such by two years?—Yes; and I hold that four years' constant employment as we have now is a very great trial to a man's constitution.

13909. Would you remove all restrictions as to the period of a man's service in the force—at is now sixteen years?—The select list being regardless of years I would like to put some particular period of service on the clerks. Presently I may be a little prejudiced because I have got this idea; but I do think it is not calculated to increase the efficiency of the force to put a young lad over men with grey heads.

13910. What do you say you ought to get as assistant storekeeper?—I would expect 12s. a-year; I have now 7l. 10s. The least I ought to have is 1l. a-month; because the duties of the office have been increased in recent years. I hope, however, they will dwindle down again. At present, anything I do in the store is at night late, after the post has been dispatched, and anything I do I consider outside an ordinary constable's work. That exhausts my programme.

13911. That is all?—I have a memorandum I got from one of the men in the station as regards his expenditure, which he is prepared to verify on oath. Here it is.

[Hands document to the Chairman.]

13912. Chairman.—This is the case of a sub-constable and wife, without any family, not accommodated in barrack?—Yes.

13913. First of all, 30 lbs. of beef, at 10d. per lb., 12 5s. Is it 10d. you pay?—I believe so, as a married man, would pay 10d.; but the contract with the messmen is 8d. They will not give a small quantity to an individual outside.

13914. The next is 5 lbs. of bacon, at 10d. per lb. That, I presume, would be for breakfast?—Yes.

13915. Then 5 lbs. of butter; fuel and light for the month, 10s 7s.—I believe it costs him every penny of that, if not more, for soap, oil, and candles.

13916. How much would go for fuel?—About 3s. would go for oil and candles.

13917. That would leave 7s. for fuel?—That is very little.

13918. It is one five?—That is all.

13919. Rent for one month, 12 7s.—That is the only item he will not verify; because, he states, he has two rooms from a man in the neighbourhood, but, if he were to pay the rent of the house, it would cost him 12s. In other words, if he were to pay elsewhere, it would cost 12 a-month.

13920. This is not an estimated expenditure, but his actual expenditure?—Yes.

13921. Many men have come here; some with the actual expenditure, and some with an estimate?—Yes; I told him to give a statement of the real expenses to which he was put.

13922. Mr. Harrel.—The only thing here he puts as an estimate is the rent?—He told me that every time he took from a pass-book.

Constable
T. LEEVENE.
13 Oct., 1882.

Sub-constable THOMAS LALLY, nominated

13923. Chairman.—You represent the sub-constables of the county Meath?—Yes.

13924. What part of Meath are you stationed in?—Navan.

13925. How long have you been there?—Three years.

13926. How long have you been in the force?—Twelve years, with the exception of a few months.

Sub-Constable
Thomas Lally.
13 Oct., 1882.

Sub-Constable

Thomas Lally.

12 Oct., 1882.

13927. Where were you stationed before going to Meath?—In the county Louth. I have listened to the constable's evidence and I concur in all he says. I believe that to the evidence I would give myself if examined on each item.

13928. There are one or two matters I would like to ask you about. You are a sub-constable, and one of the men that came in under the Act of 1866?—Yes. I was particularly directed to bring the question of pensions under your notice. I may inform you that I am a married man; but the feelings of the single men of my grade, under ten years in the service, is that if the pensions are not raised they will leave the service. They may not all go, but the majority of them will not wait if they do not get the pensions they expect to receive after serving thirty years.

13929. Do you wish to say anything else on the subject?—There is another matter that I think the constable forget to mention, and that is as regards the pensions of the men who joined previous to 1866. They are dissatisfied from getting the benefit of an annual increase, they must have five years complete—that is to say, they get increments at twenty, twenty-five, and thirty years' service. They directed me to bring that under your notice, and to ask that for each year they serve they should receive the benefit.

13930. That is to say there should be yearly increments instead of every five years?—Yes.

13931. You are a married man?—Yes.

13932. You think the tendency to leave the service will be stronger amongst the men that are not married?—No doubt of it. I do not believe married men will be able to leave the service. They might possibly be able to leave immediately after getting married; for as a rule they get a reasonable amount of money with their wives; but that dwindles away eventually, and they cannot possibly leave then.

13933. Therefore, when you are talking of the probability of men leaving, you are not putting it forward as a threat on the part of the class to which you yourself belong, but as a statement of what you think another set of men will do?—What I believe the men will do, no matter what pay they will get, if the pensions are not raised or equalised.

13934. How long were you in the force when you married?—Nine years.

13935. That is the average time the men remain before marrying?—That is about the time. They cannot get married before they have seven and a-half years' service.

13936. Have you accommodation in barracks?—No.

13937. How long are you married?—Three years.

13938. Have you any family?—One child.

13939. What do you pay for accommodation?—16s. a-month for house rent; I was paying 12s. for about sixteen months after I got married. I had two rooms furnished.

13940. Why were you paying so much as 12s. ?—The fact of it is, it was much more by compulsion than anything else I got the accommodation at the time, because there is no possibility sometimes of getting accommodation in country towns.

13941. You paid 12s. because it was so difficult to get accommodation, and now you are paying 16s. ?—Yes. There are two rooms. There are four rooms in the house, but I only use two.

13942. What is your pay?—4l. 15s. 8d. a-month.

13943. Have you any statement showing your expenditure?—I have not; because I read the statement the constable has, and I concur in it as being correct, with the exception of the rent.

13944. Let us assume this is a correct one, except the rent, and put your rent in place of 12s. That would bring it down to 5l. 9s. 8½d., according to the scale of expenditure handed in by the con-

stable?—Then you must also consider, in calculating, that I will have three or four children, or may have after a few years. See the position they will be placed in. The police, as a rule, do not let their wants be known to the general public as long as they possibly can, and I have often known men with large families in great penury, trying to keep themselves respectable, and not to allow the public outside to know the position in which they were placed.

13945. Your pay is 4l. 15s. 8d. a-month. How do you manage?—I try and live on it.

13946. If you want to live within your pay, and do not happen to have any private resources to draw on, you must, according to this, be in great difficulty?—No doubt. I must live on bacon, when I would like to have a steak. I pay 1s. a-stone for potatoes in Navan, and I would have a loaf instead.

13947. Is there anything else you wish to mention?—There is. I wish to bring under your notice the subject of insubordination and disrespect to officers, acting constables and constables, and all superiors in the force. I would like to have the line drawn where it could be defined.

13948. Mr. Harrel.—That is to define insubordination?—Yes. As far as disrespect is concerned, it is generally proved by evidence, but as regards insubordination, there is never a definition of it.

13949. Chairman.—Tell us what practical grievance has arisen from the want of a definition of insubordination?—I will give you a case that occurred in a station that I was in at Dundalk. I knew a constable and sub-constable to go on patrol together, and I believe that both one and the other of them had taken liquor. In fact, the two men were drunk. They got into a dispute, and had a row. The constable brought back the man; but the head constable did not consider him drunk. Then the constable reported him for insubordination, and he was fined 5l.

13950. That is to say, the constable reported the sub-constable for insubordination?—Yes. The constable brought him in first, I believe, to punish him for being drunk; and then he was not so drunk that, if he denied it, there would be evidence to convict him of it; and then there was the charge of insubordination brought.

13951. But was not he bound to state what the insubordination consisted of?—That the man used disrespectful and insubordinate language down the street.

13952. Was not he bound to state what the language was?—He was; but while the words may not be insubordinate the manner in which they were used may.

13953. If that be so, would not it be very hard by a definition to state what that manner is to be. There are great difficulties in defining insubordination so as to describe the kind of manner to constitute it?—I was requested to bring it under your notice. The question lies in this manner, that if one man is with another and there are only the two present the constable can go back and say the other was insubordinate.

13954. How would any definition of insubordination remove that difficulty if it exists. Does not it apply to any evidence? If two persons only are present you must rely on the credibility and the general character of the person making the charge, and the manner in which he makes it?—Suppose there are twenty sub-constables and the constable states that one of them is insubordinate, the other nineteen will not displace the constable's evidence. Their evidence will not be taken to disprove the constable's statement.

13955. Is there anything, either in the spirit or letter of the regulations of the constabulary service, which directs that one man's word or oath is better than another's?—I do not know of any section of the Code that says one man's word is better than

another's; but I know it to be the fact, that any amount of evidence will not disprove a charge of insubordination.

13956. You say you know that?—I do not suppose I could be able to bring forward an instance.

13957. Are you speaking now as the result of personal experience?—I saw so many cases of insubordination, I believe that to be the fact.

13958. But the particular instance you have just quoted, that of nineteen persons not being believed, as opposed to one—was that a case of insubordination?—I never had a case of it, but I believe it to be the state of the matter at the present time.

13959. But, after all, that is your belief?—That is my belief.

13960. It is a mere matter of opinion and belief?—My opinion and belief only. I was never charged myself with insubordination or disrespect to any member of the service; but I am stating for the general good of the service what I believe to be the fact.

[The Committee adjourned.]

TWENTY-NINTH DAY.—14TH OCTOBER, 1882.

Present:

Mr. E. O'SHAUGHNESSY, M.P., Mr. R. W. A. HOLMES, and Mr. D. HARREL, R.M.

Constable THOMAS FLANNERY, examined.

13955. *Chairman.*—You represent the non-commissioned officers of the West Riding of Galway.

13956. In what part of Galway are you stationed?—I am stationed in the Carragh hut.

13957. How long have you been there?—Two/ve months, and I was two-and-a-half years in the county before that.

13958. How long have you been in the force?—Since the 18th February, 1868.

13959. What is the first subject you wish to speak on?—I have placed the different matters under two heads—finance and discipline, and the first matter I have got is with regard to the increase of pay.

13960. Tell us what you suggest, and the grounds which you suggest it?—The remarks I have to make with regard to the increase of pay are that the men whom I represent, the non-commissioned officers of Galway West Riding, consider the present pay inadequate to meet their wants, that is, for the necessary and reasonable expenditure as detailed. I have a Table here showing the items.

[Hands document to the Chairman.]

13971. Is this Table you have given me an estimate of what it ought to cost to supply yourself with these things?—What I consider would be necessary, not the actual expenditure.

13972. Would you say that this expenditure is reached by any one of those whom you represent at present?—Not at present, because the present pay would not admit of expenditure to that extent.

13973. Those whom you represent, excepting the acting constables, are all men who mess by themselves?—Exactly.

13974. The acting constables mess with the sub-constables?—Yes.

13961. Is there anything else you wish to mention?—There is only one other matter—that officers should be sworn on Courts of Inquiry, and the men who elected me to come here have come to the conclusion that if an officer in the army is required to be sworn on a court-martial in the same way, an officer of police should be sworn. If an officer in the army is not supposed to be believed, why should a police officer expect to be anything better?

13962. I suppose you will not go so far as to say it is from any feeling that an officer of police would do anything unfair or wrong?—By no means.

13963. But to put the great responsibility on him?—Yes, and to remove any doubt from the minds of the parties who give evidence at the Inquiry that there was no partiality. There are some who give evidence, and say if the officers were sworn it would have a different effect.

13964. That they would be more careful perhaps in weighing it?—Undoubtedly.

13975. You put down 9d. a-day for breakfast—tea and sugar, 5d., two eggs, 1½d., and bread, butter, and milk bring it up to 3d. It is almost too small a thing to go into the details of the 3d. for tea and sugar, but at what do you put down tea by the pound?—3s. 3d. per lb.

13976. Would not that represent something like an ounce of tea for breakfast?—Very nearly.

13977. This represents the breakfast of a man and his wife and two or three children?—It represents the breakfast of a single constable.

13978. Do you not think an ounce of tea is rather too much to put down for one man's breakfast?—Really not very much for the description of tea we get where I am in Connemara.

13979. That you pay 3s. 3d. for?—Yes.

13980. You pay a higher price than you would be charged in Dublin?—I have no doubt of it.

13981. Is it customary, in ordinary times, to take two eggs for breakfast?—Yes.

13982. Before the hard work you had lately?—Not as a rule, but some of the men, especially heavily, always use them.

13983. Now I go to dinner, which you bring out at 1s. 3d. You put down 1 lb. of beef at 10d., 1 pint of porter, 2d., vegetables and other things, 3d.?—Yes.

13984. Of course there is one day in the week when the great body of the men do not eat meat?—Yes, for instance, myself.

13985. They say life is made up of trifles, and an account is made up of details. When you put down 3d., do you think it takes 3d. every day to supply you with vegetables and pepper and salt?—It might not every day, but this year potatoes are unusually dear.

13986. Then you put down supper the same as breakfast?—Yes.

Sub-Constable
Thomas Lally.

13 Oct., 1882.

Constable
T. Flannery.

14 Oct., 1882.

Constables

7. Roberts

11. Oct., 1882

13987. You have also two eggs at supper. These, too, are more usual since you have had the hard work than before?—Undoubtedly.

13988. The whole is 2s. 6d. a-day?—Yes.

13989. Multiplying that by 304, that brings the total estimated expenditure to 4l. 3s. 10½d.?—Yes, for a month.

13990. And you make that for the year 50l. 4s. 6d.?—Yes.

13991. Then you go through the items of the necessary expenditure, and you put down 4s. a-month for attendance?—That is what I pay.

13992. I think 4s. 6d. is the minimum the men pay?—It is. The constables as a rule pay more than the men for that item, as they mess separately.

13993. Then the constables as a rule pay 5s.?—Yes.

13994. You put down tobacco at 4s. 6d.?—Yes.

13995. It is one of those luxuries that has become very general?—It is very general in the force.

13996. Then three pairs of boots 2l. 10s.?—Yes.

13997. Stockings, shirts, gaiters, vests, three pairs of drawers in the year, table-covers and other matters connected with the table; and then there is fuel and light for quarters 8s. a-month?—Yes.

13998. This is the expenditure of a single constable?—Yes.

13999. Are not you supplied with fuel and light for the guardroom, and all fuel and light so far as it is necessary?—Not at all. The constable derives no benefit from the regulation allowance for light and fuel. He might if he choose get his food cooked in the kitchen, which is very seldom the case with a constable, especially, who keeps his own fire and apartments.

14000. What do you burn?—Turf where I am; and in some places they burn coal.

14001. How many rooms have you?—As a rule two; but I am at present in a hut, and I have not one at all to myself.

14002. Taking one month with another, would you require 8s. a-month?—I would not undertake to say that in the summer months. In the whole year round it might not exactly reach that figure.

14003. You put down as a yearly figure for the clergyman 1l.?—Yes, that is perfectly accurate.

14004. Your income is 72l. 16s.?—Yes, with 1l. 1s. 10d. deducted for outgo.

14005. Suppose a clerk, or any one whose income is 70l., would he pay as much as 1l. a-year?—I have no doubt of it. At Christmas and Easter men of my rank give 10s., and then there are the weekly pennies that I have not counted at all.

14006. You put down sundry expenses 10s., making the whole 67l. 14s. 6d.?—Yes, for an acting constable.

14007. And you add, in the case of a married constable, his wife and three children, 30l. more?—I am not prepared to give details with regard to that.

14008. That would bring his yearly expenditure up to 97l. 14s.?—Yes, what I consider would be a fair expenditure, or very near it.

14009. We know that when a constable marries his wife is not expected to do any work?—Yes.

14010. Therefore she brings nothing in?—Nothing.

14011. Do you think if they were allowed to be dressmakers, or do one thing or another of that kind, that it would do?—It would; but I think the feeling of the constables would be against that.

14012. Why?—In a hockery it would be hard to do it, and another thing, there is public feeling against the constabulary and their wives as well, so that if they were permitted to do any such thing, it would be almost useless.

14013. I am not suggesting it as an absolute alternative for all improvement?—Is it if a constable were allowed to carry on some industry with his wife, and keep a shop in a place? They are debarred from that.

14014. I suppose the force would not care to have them allowed to keep shops that would lead to their being placed under obligation?—Certainly not.

14015. And therefore I do not take you as suggesting it?—No.

14016. But in quiet times, if things go back to something like their old state, a constable's wife would be employed?—In a few cases she might.

14017. You do not think there would be any objection on the score of dignity or respectability to their wives earning money?—I am decidedly of opinion there would in some respects. A dressmaker's is rather a respectable calling; but they would object to anything like taking in washing.

14018. I am talking of employment like dressmaking and teaching?—Yes, that would do.

14019. That brings it up to 97l. 14s. for a married man with three children. There are lots of constables in the force who are married and with three children, and on pay much lower than 97l. 14s., and yet who are, to use a common expression, pulling on; they are alive and doing well?—Yes. I wish they were doing well; but they are living at all events.

14020. But do you not think that with a good housekeeper, and with careful management, that that sum of 97l. 14s. could be to some extent reduced, remembering that if you save 1d. a-day it is 1l. 10s. a-year?—Yes.

14021. Do you not think it could be diminished?—I would be depriving myself of some of the articles mentioned there; and I took particular care to avoid anything like extravagance.

14022. That is an estimate which comes to 2s. 9d. a-day. Now, will you tell me what is the actual cost at present of a constable's living?—It varies everywhere.

14023. I am talking of your experience in West Galway. Would it be 2s. 3d.?—I am speaking on behalf of my brother constables. We regulate our expenditure by the amount of pay received.

14024. So that it is less than 2s. 9d.?—Yes; and rather than be short of 1s. or 1l., I would prefer doing without the third meal in the day.

14025. But they do not?—They do not.

14026. They get good meals only not so costly as here. What do they cost you?—Between 2s. and 2s. 6d.; I would say 2s. 3d.

14027. That would reduce your monthly expenditure from 4l. 3s. 10½d. to 3l. 5s.?—Yes.

14028. It would reduce the 50l. 4s. 6d. to 38l., and it would reduce the 67l. 14s. 6d. to 56l. 14s. 6d. Then, assuming that the other men see fair, and adding on 30l. for the wife and three children, it would reduce the 97l. 14s. 6d. the expenditure of a constable, his wife, and three children, to 86l. 14s. 6d. I would consider that very low.

14029. I am not saying whether it is or not. I am merely taking what you say is the actual expenditure?—Yes. In all the lower ranks they feel it very much, having no margin for the smallest expenditure. A man having a family very naturally wants to provide for them.

14030. What do you mean by all the lower ranks?—I mean the non-commissioned officers.

14031. That they have no margin for anything?—Yes. It is very much felt in the force.

14032. When a constable married before the hard times I suppose he had some little thing saved from his pay?—I am not prepared to say that.

14033. I am not talking of constables marrying now during the last couple of years of hard work, but before 1878 do you not think the constables had something saved to start with?—As a rule they had. No matter how small the pay, they try to put by something for a case such as that.

14034. With regard to men saving for the purpose of providing for their family after marriage, there is a pension as you are aware—whether sufficient or not is another thing?—Yes.

14035. As a rule, do you think that tradesmen in other callings of life when they come to 50 years of age, and have a family growing up around them, have saved what would be equal to the pension you get; for instance, do you think a carpenter has saved anything like the pension you would get at that time?—I do believe he could, and more if a prudent man.

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14036. Your pension if you retired at thirty years' service, on the present lower rate, would be 48*s.* a-year. A carpenter, for instance, would have to lay by at least 1,000*l.* if he wished by investment to have 48*s.* a-year?—Yes.

14037. At the same time, I am bound to admit that a carpenter goes on working, whereas you stop?—Yes, he thrives with the times.

14038. *Mr. Hobson.*—What do you mean by saying a carpenter thrives with the times?—A carpenter's wages may increase, and he may embark in other business.

14039. Does it not often happen that a carpenter is out of employment for a very week's together?—Undoubtedly.

14040. Are you out of employment for many weeks together?—No.

14041. Is not your pay fixed?—Yes.

14042. Is it not the case that a carpenter's wages must be uncertain?—Yes; but in other callings of life I would consider that, as a prudent man, I would have a better chance of improving myself than in the force.

14043. *Chairman.*—You mean a man who would have conduct like an ordinary constable?—Yes.

14044. On that subject, although it bears a little on pensions, it bears on the argument you have made use of. When a man comes to be 50 years of age, if he has lived soberly and fed himself fairly, and has not been going through a police career like the career of the last three years, he must have some physical strength left, he must be able for some—I will not say labour—but he must be able for some remunerative work?—He would; but, unfortunately, at present the feeling is very much against giving such a man anything.

14045. But it was not?—No; but that feeling, instead of diminishing, is growing stronger.

14046. Explain how it is that if a constable—and I assume also a sub-constable—cannot live properly under 55*l.* 6*s.* 6*d.*, which is the estimate you have given us; nearly every witness whom we have examined has impressed us with his splendid physique, so giving us the idea that he was in the best of health, robust and strong?—I think it would be quite possible for a man to present that appearance and still want some of the necessities I have mentioned.

14047. But is not it quite certain that unless a man is fed comfortably he will not look healthy and strong?—It is.

14048. *Mr. Hobson.*—Will you also tell me how it is that bank clerks in the provincial towns manage to live. You are aware that their salaries are very low. They commence probably on a not higher salary than a policeman does. A bank clerk must dress well, keep up an appearance, and mix with the gentry of the neighbourhood. Can you explain how bank clerks manage to live?—I cannot say. Their income may be supplemented by other means. As they are drawn from a social rank in life much higher than the constabulary their friends are able to assist in a great many instances. The young men at present do not take an interest in the force, but use it as a stepping-stone to something else.

14049. You say that is the case at present?—That is the feeling prevailing amongst them.

14050. When you say they are using the force as a stepping-stone to something else, do you mean to say there are many police leaving the force and taking up other employments?—I know some of them, even at present, are most anxious to leave if they could better themselves. If an opportunity presented itself they would at once embrace it.

14051. If an opportunity offered in the same way most of us would be glad to take advantage of it. But is not it the case that the opportunities are few and far between?—It is.

14052. *Chairman.*—Have you got something more to say about pay?—The men compare their position with that of the police forces in England. If you wish, I will give some views.

14053. On that subject we have already made very

large inquiries into the condition of the English forces; not only their pay, but the deductions from their pay, and the kind of duties they have to do. Many of them, no doubt, have larger pay than you have, many of them have smaller; all of them have deductions more or less. We will present to you in our Report all we learn about it, and we will try and draw our own conclusions. Now, if you have done with pay, proceed to the next subject?—I have, Sir.

14054. Go on with the subject of pensions?—On the subject of pensions, the men who joined since 1866, comprising about three-fourths of the present members of the force, feel keenly, and desired me to bring prominently before the Committee their strong desire to have it equalized, if at all possible, with the pension of their more fortunate comrades who happened to have joined a few years before themselves. They think it a great hardship that the men who joined one or two days after the 10th August, 1866, should receive little more than half the retiring allowance which those receive who joined before that date.

14055. *Mr. Hobson.*—If it was not for that unfortunate comparison, do you think the men would feel it so much?—I do. The scale at present is insufficient to support a man in old age, and this is very much felt.

14056. Go on with your argument, please?—They are undergoing the same fatigue, danger, and trouble as the other men; but according to the present law the men who joined since 1866 would be entitled to a retiring allowance of only a little more than half that of their more fortunate comrades who joined a few weeks before them. As they are prevented from engaging in any industrial pursuits in the force, they are unable to save any portion of their pay from the sunny rales upon it.

14057. Their inability to save from their pay would apply only to married men?—It would to the ranks generally.

14058. Of course we know that the great majority of the men marry whilst in the force?—Yes.

14059. But the small minority who do not marry would be in a better position to save?—Yes.

14060. But inasmuch as the great majority of the men marry and all look forward to being able to do so, they wish that point to be put?—Yes. They are unprovided for in sickness and old age, and are depending solely on the pension.

14061. Surely, if things were quiet they would not find it impossible to get some employment?—As many cases I am sure not.

14062. Some of them had very large pensions. A sub-constable going out after thirty years' service had 62*l.* 8*s.* You, if you happened to be of the class, would have 72*l.* 6*s.*?—Yes.

14063. It is hardly fair to point to those men being unemployed. They had enough to keep them and did not seek employment?—I have no doubt in those cases a man would not exert himself very much to seek employment.

14064. If your pension was allowed to remain at its present rate, or even if increased, but not up to the scale before the 1866 Act, would you still have to seek employment?—I would; and if I did, I would find it very difficult to get in consequence of my calling and the manner in which I had to come in contact for the past few years with the public generally.

14065. How long have you been in the force?—Fourteen and a-half years; but there are over fifteen years to pass still in the service.

14066. We may reach the millennium in that time?—I hope we may have better times than the present.

14067. *Chairman.*—We may reach something more probable than we have reached yet?—The men think to render them independent of the feeling I have mentioned there should be some provision made.

14068. Then I gather from that, that what you really want is to have the difficulty of getting employment and the difficulty of working for so

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many years' service taken into account?—Yes; so as to render a man, if possible, independent of that.

14063. To render you sufficiently independent of it?—To take it into account in fact.

14060. The difficulties you may have in getting or doing work?—Yes.

14071. Mr. Holman.—Suppose it was the rule, instead of, as you allege, the exception, for a police pensioner to get employment, do you not think the State would be justified in taking that contingency into account and freezing the pension accordingly?—Bear in mind that, as a rule, a man of thirty years' service is able to do very little work when he retires, especially after the harassing duties he has got to perform, and will be likely to perform, as far as probabilities go.

14072. In England people are only too glad to get police pensioners for posts of trust and so forth. If that state of things prevailed in this country and the police had no difficulty in getting employment of that nature, do you not think the Government would be justified in taking it into account?—Yes.

14073. Chairman.—An officer gave evidence here and suggested that certain posts at the disposal of the Government should be reserved for constables when they resigned, and in that way they could be made more comfortable. Do you know whether any such suggestion as that was made by the men?—No; but I think it is a matter that would be of much benefit to them.

14074. Go on, please, to the next point?—With regard to pensions, that is all.

14075. Then go to the next matter?—Lodging allowance for married men not accommodated in barracks. The married men not accommodated in barracks have to pay from 8*l.* to 10*l.* per annum for lodgings. Members of the force so situated have without any fault of their own to pay this amount out of their pay, which is small enough without any other calls upon it.

14076. What do you propose?—The men think that some provision should be made by giving a certain allowance, either the amount actually paid or something corresponding to it, to defray the expenses.

14077. What is the ground for that claim?—In the contingent service such an allowance is given. With as it is difficult to get a house in some places.

14078. You are not married?—No.

14079. I suppose you are pretty intimate with a number of married constables who live outside barracks?—I am.

14080. Tell us what effect the present arrangement of paying for their lodgings has on their fare and how they live?—I could not really say. I am prepared to say nothing with regard to that; because single constables would not have an opportunity of breakfasting and dining with them. But I know that of necessity they must deny themselves many things which otherwise they would have.

14081. Mr. Holman.—Is not that the case with married men in most ranks of life?—It is.

14082. Take the case of a skilled artisan, a carpenter, or mason, whose wages may be 1*l.* 1*s.* a week; such a man, if single and sober, could live comfortably and save?—He could.

14083. But such a man if married and with seven children, could not comfortably?—Very indifferently.

14084. What has he to blame except himself?—By getting married—

14085. And by having so large a family?—With regard to the number of the family, I do not know how that could be managed.

14086. You see in all other walks in life the married men must count the cost and take the consequences of what they do. Is not that so?—I should think so.

14087. Chairman.—What amount do you put down for lodging allowance?—From 8*l.* to 10*l.* a year.

14088.—What is the next matter?—Extra pay. The men think that by making the present rate of extra pay, 4*s.* 6*d.* a night, permanent it would meet with

general approval. They would also have the allowance for eight and twelve hours' absence apply to all duties except patrolling. At present duties such as attending petty sessions and executing warrants are excepted.

14089. Mr. Harrel.—But now those duties are always performed in your own district, patrolling and executing warrants?—I have excepted patrolling.

14090. Mr. Holman.—But you have not excepted the execution of warrants?—No; all other duties except patrolling, which is performed in the district.

14091. Mr. Harrel.—But as to the execution of warrants, what do you say?—As a rule, but sometimes the duty extends outside it.

14092. What do you say as to petty sessions?—I know the men of several sub-districts who have to attend petty sessions in three different districts.

14093. No matter what time a man may be absent at petty sessions he does not get any allowance?—No. I say the rate of eight and twelve hours should apply.

14094. Suppose he is more than eight miles from his district for petty sessions purposes, would not he get marching money?—I think he would.

14095. So he would get something as compared with former times?—Certainly.

14096. Go on to the next subject?—The present allowance for making up uniform clothing is insufficient.

14097. You get 5*s.* 6*d.* for the tunic, and 2*s.* for the trousers?—Yes.

14098. What do you actually pay?—I paid for one suit 13*s.*, being for one tunic and two pairs of trousers. I paid 7*s.* 6*d.* for making the tunic I am wearing.

14099. If you pay 7*s.* 6*d.* for the tunic, the trousers would be 5*s.* 6*d.*?—Yes.

14100. So that on each suit of a tunic and a pair of trousers you are about 5*s.* short?—I am more.

14101. What you actually pay now for a tunic and pair of trousers respectively is 7*s.* 6*d.* and 2*s.* 6*d.* You know that 5*s.* 6*d.* for two pairs is 2*s.* 6*d.* for one pair?—Yes.

14102. That makes altogether 10*s.* 6*d.*, and for that you get 7*s.* 6*d.*?—Yes.

14103. That is 2*s.* 9*d.*, or, in round numbers, 3*s.* a suit short?—Yes.

14104. Have you anything more to say about clothing?—Not with regard to clothing. May I mention anything with regard to percentage?

14105. Yes?—It is considered that 1*l.* per cent. is rather a heavy deduction from the small income of the members of the force. If it could be reduced to one-half it would meet with general approval.

14106. That is $\frac{1}{2}$, or 1*s.* a per cent?—Yes.

14107. You know to what purpose it is applied?—The Constabulary Force Fund.

14108. And a very small proportion is given in the way of rewards for police duties by the Inspector-General?—Yes.

14109. In point of fact the great bulk of the fund is devoted to the purpose of assisting the widows and children of men who had been in the force?—Yes.

14110-11. When you ask that the fund should be reduced, do the men contemplate that those grants should be correspondingly reduced—are they disposed to contribute less and make a less adequate provision for the widows and orphans than at present?—There is another source, namely, the fines go to the fund.

14112. You know that the regulations are pretty liberal for widows and orphans?—Yes.

14113. The account of this fund will be prepared, and before long be presented to the force. But you will see, if the fund were reduced, the scale of grants to the widows must be very much reduced?—Yes.

14114. Mr. Holman.—When you refer to fines you do not refer to those as a permanent source of revenue?—No.

14115. You would prefer to see them wiped out altogether?—Undoubtedly.

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14116. When I say wiped out I mean that the man's conduct would be so good that there would be no fines levied?—Yes.

14117. *Mr. Harrel*.—Go to the next point?—The men feel unfavourable records very keenly. A man having a record or two in his service of four or five years is fined. The men think that the unfavourable record should not militate against him after a certain period, say five years, of continuous good conduct.

14118. Is that the period they fix?—From five to six years.

14119. Do they think that such a period as that is necessary in order to restore a man's character and give him his full position of superiority over his juniors?—I think they would be satisfied with it. It would be also a great inducement to a man to lead a good career.

14120. It would be a great encouragement to the one man and do no injury to the other?—Yes.

14121. Is there anything else you have to say?—Where a man is fined first and then transferred at his own expense, it amounts to another fine, and in some instances more than a fine, and again it tells considerably against him as regards promotion and when leaving the service.

14122. The only regulation on the subject at present is that he cannot be promoted for a certain period of time, say two years?—Yes, and also on retiring a deduction is made from his annual pension, which is considered a very great hardship.

14123. The men themselves do not object to a man being moved when he has got a heavy punishment?—They do not.

14124. He feels better serving in a place where that punishment is not known?—As a rule.

14125. *Mr. Holmes*.—But he also feels, if he is transferred, that one punishment is sufficient?—Quite so.

14126. *Mr. Harrel*.—Go on with the next point?—The men think that the present system of promotion from the rank of constable to head constable on the select list should be considerably altered and modified.

14127. How?—They think that a constable should not get an opportunity of competing for the rank of head constable until he has six years' service in the rank. That will, to a certain extent, keep back the young constables, but in special cases they have facilities for study and improving themselves, and six years would not be a very long time to wait. Then, after six years, if a man is qualified and recommended, let him compete, and keep a list also of the seniority men and give them a chance after ten years' service.

14128. You mean to examine them and give them the appointments as vacancies come round?—Yes.

14129. Making a difference thereby of four years?—Yes. At present a constable in charge of a station for two years and three years in the rank, if he is not in charge of a station, can compete.

14130. In the suggestions you have made you have not paid regard to the entire length of service of the constable in the force?—No; but to his length of service in the rank.

14131. Do you not think that more or less consideration should be paid to his length of service in the force?—I do.

14132. At present I think a constable called up by seniority to qualify for a head constableship has generally about twenty or twenty-one years' service?—As a rule.

14133. While in some instances it is possible a select list man can be called up at five or ten years' service?—Yes; it has occurred already.

14134. And actually the regulation for the county inspector's clerk is sixteen years' service?—Yes.

14135. Do you not think some limit as to the

service in the force might work well in regard to the select list, say, no matter how long a constable, he should be a certain number of years in the force?—It would; but as a rule sub-constables have on the average ten years' service. Some are promoted sooner; then six years added to that rank will bring him up to sixteen.

14136. Your suggestion contemplates his not getting promotion till ten years?—Yes.

14137. And then, when he would get head constableship, he would have sixteen?—Yes.

14138. Go on to the next point?—As regards promotion from the ranks, the men think that more of the deserving head constables could be found in the ranks qualified for the position of sub-inspector, and that more promotions from the ranks should be given.

14139. What proportion do they say?—They would say one-half or three-quarters. By so doing it would stimulate the current of promotion in the lower ranks.

14140. Is there anything else about promotion?—No.

14141. Go on to the next subject?—The next is discipline. It is felt as a great hardship that in certain cases a senior man is held accountable for the misconduct of his junior.

14142. You think that unless he participates in the offence he ought not to be punished?—Yes.

14143. Go to the next point?—At present the regulations are that the children of members of the force at the age of 14½ years must sleep out of barracks.

14144. Do you think that rule bears hardly?—The married constables of the force directed us to say they consider that a very great hardship.

14145. What suggestion have they to make on the subject?—They think that the children should be left under the control of their parents until such time as the parents themselves deem it prudent to put them out of barracks.

14146. Do you not think that perhaps it might not be at all times wise to allow them keep their children as long as they pleased, as they might be grown up men and women?—At all events I would say up to 21 or 22.

14147. Do you not think that the children of a person in the rank of a constable or head constable of police ought to be in a position to be learning to do something before 21 or 22 years of age?—I do.

14148. Would not you say at 16 or 17 years?—I would say 18.

14149. *Mr. Holmes*.—But do you think it desirable that a girl of 18 should be allowed to live in a barracks with a lot of single men?—I think the object of the regulation was to prevent any semblance of impropriety; but she would be exposed to more temptation by going out from under the control of her parents.

14150. *Mr. Harrel*.—Of course there are men in the force who have unfortunately lost their wives and have families?—Yes.

14151. Do you think it would be discreet or wise where young children would be without a mother in the barracks, and the father off on duty?—No doubt it would be better they should not be in the barracks then. That would be an exceptional case.

14152. What is the next point?—Another matter with regard to discipline is that married members of the force when going to Divise Service are compelled to separate from their families. They think it very hard to have to do so.

14153. Do they really consider that a hardship?—Well, I am instructed to bring it before you. I am a single man myself. So far as I am personally concerned I do not care to press it. That is all I have to say.

Sub-Constable ROBERT BRADBURY, examined.

Sub-Constable R. Bradbury. 14152. *Clemons*.—You are a sub-constable of West Galway?—Yes.

14153. Where are you stationed?—In Killoolgan.

14154. How long have you been in the service?—Fifteen years and five months.

14155. Are you a married man?—No.

14156. You have been sent here to represent the views of the sub-constables of the West Riding?—Yes.

14157. Go to the subject of pay and pension?—I will take pension first.

14158. Do you consider that the most important?—Yes. They seek an equalization of pension, with full pay after thirty years' service.

14159. Do you mean an equalization of pension with their full pay as it is at present?—Whatever it may be.

14160. Do you seek that the pension should be equalized with their full pay, whatever it may be?—Yes.

14161. That would give them a higher pension, suppose their pay is increased, than the men who now go out under the 1847 scale enjoy?—Yes.

14162. Do you think the great body of the men whom you represent would join in putting the claim so high?—Yes. They all join. These men who are entitled to their full pay as pension at present expect an increase in proportion to the present pay if they get a rise in that.

14163. What is the next point?—They want it to be optional to retire at twenty-five years' service on a reduced pension.

14164. At what rate do they suggest the pension should be for the twenty-five years' service?—Five-thirtieths less than the full pay. They would also compel the men to leave the force at thirty years' service.

14165. What is your experience of the value of men at thirty years' service. As a rule, if a man has taken care of himself he is able to do very good work up to thirty years?—At present he is not able to do it.

14166. But before the hard work came he was?—In this way, the comrades of those men were doing so little they shifted them; but now, when it comes to their own shift, they are not able for it.

14167. That is one of the arguments to enable men to retire at twenty-five years' service?—Yes. I do not believe by-and-by you will have any sub-constable put in thirty years' service.

14168. But you think any men who have obtained a higher rank than sub-constable are more likely to remain after twenty-five?—They are; but if they are in a hard situation they will not. A man can put in thirty-five years in a favourable station, whereas, if in a hard-worked station, it is hard for him to put in thirty years, and that retirement should be without the risk of Stevens' hospital.

14169. That is, without the necessity of being examined?—Yes. Let a man's own doctor decide as to his being unfit for duty.

14170. Are you aware that at present the men who entered since 1860 are not bound to go to Stevens' Hospital?—As a rule, they are going.

14171. It must be because they are sick. It is not for the purpose of enabling them to go out after thirty years?—No.

14172. Go on, please, to the next matter?—Pay is the next. They seek an increase of 1s. per day to each rank in the force in consequence of the increased cost of sundry articles of messing which it is necessary for them to take at present.

14173. Go into any details you please on that subject?—I have a Return of my own expenditure

which I will read for you. It is the general messing for six months.

[*Hands Document to Clemons.*]

14174. Where did you take this from?—From the station I am in.

14175. Are you a messman there?—I have been in my turn. Those are the articles I have bought when messman or otherwise.

14176. The general mess account for January was 11. 17s. 3d. The general mess account for February, from which five days are taken, was 11. 0s. 4d.?—Yes.

14177. The general mess account for March was 11. 15s. 10d.; for April, 11. 10s. 2d.; for May, 21. 5s. 2d. What was the cause of the great increase in May?—I could not say.

14178. Perhaps an unkindly messman?—That is the bare mess too.

14179. The general mess for June was 11. 12s.—so over this month. The general mess for July was 1s. 18s. 11d.; for August, 11. 19s. 3d.?—That is a poor mess. Young men cannot let it go any higher or they would be in debt. There is no beer at dinner.

14180. The other articles in January costed the 11. 17s. 3d. up to 21. 11s. 2d.; in February they raised the 11. 0s. 4d. to 21. 7s. 3d.; in March, the 11. 15s. 10d. to 21. 5s. 2d.; in April the 11. 10s. 2d. to 21. 19s. 3d.; in May the 21. 5s. 2d. to 21. 11s. 8d.; in June the 11. 12s. 2d. to 21. 2s. 8d.; in July the 11. 18s. 11d. to 21. 10s. 2d.; and in August the 11. 12s. 2d. to 21. 19s. 3d. Then there are other matters which are put down for six months, such as shirts and drawers, stockings, towels, sheets, and one thing or another amounting to 41. 6s. 6d.?—Yes, for the six months.

14181. These will make 14s. 5d. a-month?—About that.

14182. And you point out the average cost of necessaries for the six months is 21. 3s. 8d. and the extra 14s. 5d.?—Yes; but above the necessities you will see 7s. for extra light and carriage of goods.

14183. That makes the total expenditure 31. 10s. 8d., leaving you a balance. Your pay would be 41. 5s. 4d.? My pay is above that.

14184. But the pay is 41. 5s. 4d. of the lowest grade?—Yes.

14185. That leaves a balance of 14s. 8d.?—Yes.

14186. If a man allowed himself beer you would put down 9s. 8d.?—Yes.

14187. Is not that rather a large amount?—2d. a day for beer.

14188. But that would be 5s.?—Yes.

14189. Taking from the 14s. 8d. balance 5s. for beer, it leaves 9s. 8d.?—Yes.

14190. That is to say, allowing this to be the average expenditure for a month, it would enable a sub-constable with 32s. a-year to save 10s. a-month?—Yes; that is, to live close.

14191. This, I take it, is not an estimated expenditure, but the actual expenditure?—That is the actual expenditure, to my own knowledge.

14192. The expenditure, then, of that man would be 32s. a-year?—Yes.

14193. And 45s. 6s. with beer?—Yes.

14194. That would enable him, living at this rate, to say by 71. a-year?—Yes, between 61. and 71.

14195. Then you say this is a low rate of living?—It is.

14196. In those general messes that you describe, and which may be taken as samples, you had meat every day except Friday?—Mostly.

18197. And you had beef and mutton?—Beef and
bacon.

14148. Were they fairly good dinners?—Just reasonably fair.

14190. I see also that the account appears to cover eggs for breakfast?—Yes. If I was in a place to get it I would have meat for breakfast for the last two years three or four days in the week, but I take that as an average.

14200. Would this cover the cost of meat for breakfast?—It would not.

14291. But it covers eggs for breakfast? — It does.

14302. Does it cover eggs for tea at night?—
No.

14263. In quiet times that would represent a fair mean?—I believe that would be necessary at any time.

14404. The scale of food indicated in that would be enough in quiet times?—[It would.]

14295. Pay per month, 41 18s. 2d.?—Yes; that is my own pay—the second best of my rank in the 18400—59s. 16s. a-year.

14204. The expenditure is 32. 10s. 8½d., and the balance in your hands at the end of the month is £1. 7s. 5½d., or about 11d. a-day; that is to say, being conserved, you would be able to save 16d. 9s. 6d. a-year. Did you actually save, from September 1881 to September 1882, 11s. 7d.—I did.

14207. Had you much public duty to do in that time?—No, not during that twelve months.

14208. If you had the expense that followed on that hard work and removals, and public duty and protection, probably you would not have been able to save that?—No. That was a quiet twelve months with me. I was in a hut, and I was not reachable when required for duty. They had to dispense with my services till I came to my station.

14260. You had payment to servants included in the general rates?—Yes. I came to a station then, and the principal duty was patrolling. That was no expensive duty like travelling. I look on it as a very favorable year.

124210. I see you say here if you took beer your ordinary saving of 14c. 3c. 6d. would be reduced to 13c. 8c. 8d. There are three other men in your station at 4c. 3c. 6d. a-month. Their expenditure, being calculated on this basis, enables them to save 6d. a-day, or 8c. 15c. a-year. With beer to dinner their saving would be reduced to 5c. 15c. 2d. 3c.—Yes. Then, with regard to the 11c. I had after the twelve months, I should say that during the twelve months I never had an hour's leave; I never spent a shilling, and I do not smoke. So that I had every fraction that was left after the actual expenditure. If I got leave, the 11c. would not give me a month's leave out of the twelve months.

14211. Not a month's leave?—No.

14212. Remember your mass expense would be stopped all the time?—I admit that.

14213. Mr. Helms.—And you would be living with friends?—I would be free of cost, but it costs 6L for an outfit.

14214. *Chairman*.—But surely you would not have to buy a new outfit every year?—I do not go on leave every year.

14215. In any case you are bound to have a suit of plain clothes?—Yes.

14216. You would have the savings of back years for three or four years to help to buy the particular suit of clothes. So that it would not be permissible to say that \$2 out of 11L or 16L you had saved to one year went for a suit of clothes?—No.

14817. Mr. Holmes.—I consider that account of your expenditure as most important, since it is an account of the actual expense and not a fancy estimate. According to that account if I remember rightly, you have shown that a well-constituted wife with only \$21 a year can save \$1 a year. Are you aware that that means about 12 per cent. of his income?—That is what he actually could save but not to spend a fraction.

14218. Does not that represent a tolerably good saving in the year?—Yes, provided I do not get any trouble about it.

Sch-Comstock
B. Brewster.

14213. What was your pay before the increase given in 1874?—It was \$1.00 a month.

14220.—What was it immediately after?—42. 30.

14221. Were you satisfied with the increase of 1874?—[was.]

14222. You are aware that is only eight years ago?—Yes.

14228. You told the Chairman the cost of living has gone up in the interval. I have a Return of the contract prices for food supplied to the garrison in several provincial towns including Watford. In 1874, beef was at 3s. per lb.; in 1882, it is 4s. 6d.; in 1874, mutton was 3s. per lb.; in 1882, it is 4s. 6d.; in 1874, bread was 8-4-4d. and in 1882, it is 2s. 9d.; potatoes per cwt. 1s. 1d., a very fluctuating price; in 1882, they are 3s. 3d.; oatmeal, 14s. 6d.; in 1874; now, 12s. 6d. per cwt. So five of the principal articles of food are all considerably cheaper in 1882 than they were in 1874, when the recent rates of pay were fixed.—Yes.

14222. That being the case as regards contract prices, can you explain to me why it is that the retail prices according to your statement are higher than they were in 1874?—I am not able to get those articles as low as contract prices.

14215. I am aware of that; but as the contract prices are lower now than in 1874, it ought to follow that the retail prices are lower too!—It is not the case.

14226. Do you remember what you paid for beef in 1874?—*2d.* per lb.

14297. Where were you then?—In the County
Wexford.

144228. What are you paying?—6d. for inferior quality.

14289. Do you remember what you paid for nation?—I never used it.

14250. Do you remember what you paid for oatmeal?—For what I used it was not worth mentioning. I used it more latterly than heretofore.

14251. *Choleva*.—Why?—I take it at night.

14252. *Mr. Roberts*.—You told me just now you were satisfied with the increase given in 1874; when did you begin to become dissatisfied with the present rate of pay?—About four years ago.

14853. Why do you name that period—what happened?—Because I saw my savings diminishing. I was living reasonably tight, and I had very little for my time. For the last two years I have nothing for my time in fact.

14254. What do you mean exactly by nothing for your time?—I have 114 for the last twelve months.

14285. Out of a salary of 50*l.* 16*s.* 3—Yes.

14394. Are you aware that that means very nearly 18 per cent. of your salary?—it is very little for a class year. If it was a year in which I had a day's pleasure, I would have had nothing for my time at all. If it was a year I was knocking about meeting friends as heretofore, so that I might occasionally spend a shilling it would reduce the 112. very low.

14287. *Chairman*.—What is the next point?—At present there is compensation for men of between five and fifteen years' service leaving the force to the amount of one month's pay for each year's service. A health seeker can save no money. He is reluctantly compelled to leave the force and has very little to get. In place of one month's pay, he would seek three months' pay.

14338. *Mr. Herrin*.—Then a man discharged on gratuity at fifteen years' service instead of receiving fifteen months' pay as at present arranged would by that demand receive nearly four years' pay?—He would receive three months' pay for each year.

14239. He would receive three years and nine months' pay?—Yes.

14240. And that in the case of a man of your service?—No; I am entitled to a pension.

1424L. Not of your service, but a man under fifteen. What rate of pay would a man have at

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fourteen years' service?—He would have the same as I have. It would be better to take a lower rate as an average.

14282. Supposing a man was going out on gratuity at fifteen years' service getting three years and nine months' pay, it would be at your rate of pay he would get it?—Yes.

14283. In round numbers, the gratuity of a man at fifteen years' service would be about 225*l*.?—Yes. That is the most favourable instance to take.

14284. *Mr. Holmes*.—Do you not think that if a man felt he could get 225*l*. under fifteen years' service, in case he could induce the doctor to say he was not fit to remain in the force any longer, there would be a great many men very anxious to be ill in order to put so large a sum of money in their pocket and go off to America or Australia?—There might be such cases; but there are other bad cases that are genuine cases. A man out of health is expending money unknown to any one. His friends do not want him and will not know him. His health is gone in the discharge of his duty, and there he is without money.

14285. Do you not think it would be necessary to have a strict medical Board to investigate all those cases?—Yes, to prevent any case of malpractice; but the genuine case is a deplorable one.

14286. *Chairman*.—Is there anything else you wish to mention on the subject?—Yes. The men seek an allowance of 10*l*. a-year house rent. The reason they seek it is that the lower grades are debarr'd of barrack accommodation, and their wives are debarr'd from any industry that might be possessed by other women in their position in life. A policeman's wife cannot turn her hand to any industry, and his means are very limited. By the time he pays for a respectable lodging he is in an embarrassed position.

14287. How much do you put down as the sum?—3*l*. 6*d*. a-week independent of water-rate, which is 6*d*. to 1*s*.

14288. What is the next subject?—Promotion. All men of seven years' service, the last two without an unfavorable record to get a chance of qualifying for promotion.

14289. *Mr. Harrel*.—That is to be examined?—Yes.

14290. Do the men you represent suggest that promotion should still go in the county or that promotions should go generally in the force?—That they should go generally in the force over all Ireland. Let a man go anywhere to his promotion when it turns up from Dublin Castle.

14291. What sort of test would you put him through?—Whatever is deemed fit under the present rules or any others that are suggested.

14292. Of course as regards his capacity in the way of being able to make a report, and writing, arithmetic, and so on, that could be tested by a certain system of papers?—Yes.

14293. Then on the subject of his knowledge of police duties, and also any merit that may have attached to him for seal as a policeman, how would you have these two things decided on?—I take it that literary capacity would be only one ingredient in a man's fitness for promotion?—Yes.

14294. And that the others would be good conduct, efficient discharge of his duty, and showing good knowledge of his duty?—Yes.

14295. How would you examine him or give him credit in these two last matters?—Let him be examined and acquit himself according to a certain scale.

14296. You would not promote a man simply because he passed a good examination, unless he was also acquainted with his police duties, and had a good general character as a policeman?—I would not.

14297. Who is to judge as to his fitness in these respects?—The county inspector. Let a day be named by the Inspector-General for the examination to take place at the county head-quarters, and one

month from the date of the notification that he has passed let him be registered in Dublin Castle, and promoted then by seniority wherever a vacancy may turn up, in any county, and transferred at the expense of the public. There is one grade of the constabulary in which promotion by seniority works very fair; that is the mounted force. No matter what county they are in or where they go, they are promoted by seniority. It is not so at present in the infantry.

14298. Are you aware the mounted force complain bitterly of the slowness of promotion in their force at present, although they have a larger number of the superior ranks than you have, they have one to three, whereas you have only one to four and a-half, and also their promotion is facilitated by dismounting constables at 45 years of age?—Yes; but there is many a mounted policeman would forfeit promotion to keep his horse.

14299. Have you anything else to add?—No clerk to be in a sub-inspector's office until he has had seven years' service. It takes him from the severe duty of the ordinary force and puts him in a more favorable position of improving himself than the other grades. There is many a hardworking constable outside who has not the opportunity.

14300. Does the clerk in the sub-inspector's office in your district do night patrols?—I do not know. I believe he does. It is a country station. I am in.

14301. You mean that on the whole three men are placed in a favorable position to the prejudice of the men generally?—Yes.

14302. *Mr. Holmes*.—Is it not the case that the post of sub-inspector's clerk is one which the men regard as a prize?—Some do.

14303. Is it not a post which most men would like to get?—It is.

14304. The reason I asked this question is that the sub-inspector's clerks are making a very poor mouth of it, and I have been asking them why they became sub-inspector's clerks, having thought so little of the post; I want to know why it is such a good post that men would like to get it?—It is a very good post.

14305. Is there anything else?—All promotions should be to the higher ranks.

14306. *Mr. Harrel*.—Good, please?—I have nothing further to say on promotion.

14307. Pass to the next point?—They request an allowance of 3*l*. a-year towards the supply and repair of boots.

14308. Do you think that the men spend 3*l*. a-year on boots?—They do; some exceed it, and some do not come up to it; but on an average I believe they expend about 3*l*. a-year.

14309. *Mr. Holmes*.—Some of the men have been comparing their salaries with the salaries given to the police forces in England. Have you made inquiries as to the allowance given for boots in England?—No; I can speak only of my own annual expenditure, and what has come to my knowledge from the other members when I have met.

14310. You are not aware that the average weekly amount given is 6*d*., and that the most, I believe, is 8*d*.. The allowance of 6*d*. would be 1*l*. 6*s*. a-year; that falls far short of the sum you propose?—It does, indeed, and far short of the present expenditure of the constabulary, I believe, in any place.

14311. But is it not the case that you are not always on duty?—I am not always on duty.

14312. You are sometimes walking on your own account?—I am; but very seldom lately, because I am perfectly sober after doing other things, without much exercise for pleasure.

14313. Do you not think on an average, if you were only engaged eight hours on duty, and the remainder of the day was at your service, it would be only for you should contribute some portion of the expense necessary to provide you with boots, and that the State should not provide it all?—Yes, though putting this, I do not mean pressing it. It is not the ordinary wear of the roads, but of the grass fields, the cow yards, and every possible bye-way that destroys

them. There are night boots not fit to wear during the day or on ordinary duty afterwards. They stand a very short time, breaking from wettings and hard usage. I have nothing more to say on boots.

14276. *Mr. Harrel.*—Pass to the next subject?—Unfavourable records. The men say that all unfavourable records ought to be wiped out after two years' good conduct. The reason they fix that is that the Inspector-General sets it down that a man is eligible to be reinstated after having been reduced for two years.

14277. For some offences?—Yes; they believe two years is a long time after paying the penalty, and that it is reasonable the record should be then wiped out.

14278. But you know in case of the more serious offences they are not eligible for reinstatement for four years, and even a longer period?—Yes.

14279. Proceed with your argument?—The present system follows them to the grave, after paying the penalty for an offence.

14280. What is the next matter?—Extra pay as to the present rates, 4s. 6d. 2s., and 1s. 6d. Well, what they seek is not reasonable.

14281. What do you mean by not reasonable?—They may have been a longer time out than that specified, and still not come within the meaning of the Circular to get the night's allowance. They must leave before 3 a.m., and be absent twelve hours to get it. They seek 2s. 6d. for every ten hours' absence from quarters.

14282. And all ten to count?—No. That ten may go on up to sixteen or seventeen. Then, if they are a night out, give the night's allowance.

14283. What do you mean by a night?—Twelve hours from 9 o'clock at night?—Say a man starts at 10 o'clock p.m. for duty, and he is not back till after 3 a.m., he seeks 2s. 6d. for the ten hours.

14284. With regard to the present rule as to night allowance, have you any suggestion to make other than that a man should get 2s. 6d. for ten hours?—No. No one has got the benefit of it.

14285. They have not got the night allowance?—No.

14286. They had not done the duty that would entitle them to it?—No.

14287. The rates now are 1s. 6d. for eight hours, 2s. for twelve, and 4s. 6d. for the night?—Yes.

14288. Then what you ask is that the eight and twelve hours' rates should be altered to a ten-hours' rate, and 2s. 6d. granted for that?—Yes.

14289. What is the next point?—The mileage is of no service to a policeman. The 2d. a-mile does not recompense him when he leaves his sub-district, because going out of his sub-district for duty does not exempt him from duty at night; so that 2d. a-mile does not recompense him for duty after coming home from a market or petty sessions.

14290. Is not their position better than formerly, inasmuch as they get marching money and extra pay for the same period of time?—They do.

14291. Also in the case of three men, say, going on duty, they get 2d. a-mile by statute rules?—Yes.

14292. Car hire is usually by Irish miles?—They have got very smart lately and take the short mile.

14293. But usually it is. Take the double journey, you get 2d. for every mile you travel going and returning, and for three men that would give 1s. a-mile for the car. As a rule, when car-owners know that the expense is upon the policemen themselves, do you not think that 1s. a-mile will carry three policemen, taking statute miles?—The mileage is not able to defray the car hire at present.

14294. Is it at 1s. a-mile?—For the three it is.

14295. The present allowance is a great improvement on the old one, 1s. for every 12 miles?—It is, indeed.

14296. And also that a man, under former circumstances, might have gone 19 miles for 1s.?—His might.

14297. Pass on to the next subject?—Courts of

Inquiry. All officers should be sworn in presence of the accused, and the person who makes the report should be the prosecutor.

14298. That has been frequently advanced here, that all officers should be sworn. How is it suggested that they should be sworn—you would have to get a magistrate on each occasion of a Court of Inquiry?—The President is to swear those present.

14299. But how is he to swear himself?—I do not know.

14300. I take it that this demand is not made because the men have any want of confidence in their officer?—No, I would not say they have want of confidence, but it makes such a distinction. All are sworn to tell the truth.

14301. Of course you are aware that an officer's duty on a Court of Inquiry is simply with regard to evidence and to express opinions?—Yes.

14302. That their finding is one that must be confirmed, and that they have no power of awarding punishment?—I am aware of that, but fortunately for myself punishment is a thing I know nothing about.

14303. Is there anything else on the subject?—When a report is made by any one, let him, not the sub-inspector, have the framing of the charges, stating the plain unvarnished facts, and prosecute before the Court himself, because a sub-inspector has a great advantage over a deficient person; he puts it in a better way to bring out evidence than another would.

14304. You think that perhaps sometimes the accused is unfairly pressed by the charges if not only framed by the sub-inspector, but also prosecuted by him?—Yes.

14305. Do you not think that the sub-inspector, not being a person interested in the success, as I might say, of the prosecution, but merely acting as the officer of the district, the accused sometimes benefits by having a person to frame the charge and conduct the prosecution who has no personal interest in the success or otherwise of the proceeding?—Yes, but there are two, three, or four charges preferred, and the accused has to put the simple word "admitted" or "denied" to each, and having to admit one and deny another embarrases him very much. He cannot touch the one he admits. Perhaps it may convict him, and if he denies it he may prove his innocence.

14306. Do you not know that one reason why the framing of charges was brought into existence was that it was very hard to ask a man to admit or deny a general statement which had not been reduced to charges, as he had great difficulty in finding out the portion he could admit, and the portion he could deny?—Yes.

14307. How would you get rid of the difficulty if you refer to the old system?—Leave out any one charge, the sub-inspector not to prosecute, and the Court not to be ordered to reassemble to receive a former recommendation, whether it was an acquittal or a finding of guilty. There are cases in which they have reassembled.

14308. That is by directions from head-quarters?—Yes.

14309. You think the finding of the Court ought to be a final finding?—Final, only to be confirmed at head-quarters; because they have come to a just decision that they believed was right. If they have afterwards to reassemble and reverse that, if they were right then they must have been wrong before, and two wrongs will not make a right.

14310. What is the next matter?—Food and light allowance. They seek an increase from 12s. 6d. to 14 per month.

14311. Summer and winter?—Yes.

14312. In asking for that increase it is expected that the 12 would cover not only the guard-room fire but the kitchen?—It is not.

14313. Have you the actual expenditure of your station or any other station?—I have at my own station for the last two months.

14314. What was the actual expenditure?—I gave

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14. 12s. for a boat of turf, 4s. for the carriage of it from the quay to the barracks, that is 12. 16s., and it stood two months.

14316. What was that used for?—It was used for the guard-room and for cooking.

14317. That was 18s. a-month, and it included the fuel for the kitchen?—It did, but there was light afterwards.

14318. Do you know what the light cost?—I took no estimate of it, because it was put down in the general cost.

14319. Would it be 10s. more?—It would not.

14320. For the two months?—I would say 2s. a-night, about 10s.

14321. That would be for fuel and light for guard-room and kitchen; and this is the average time of year, neither the very hot or the very cold time, amounting, for all purposes, to 22. 6s. 7.—Well, we got 12. 2s. to meet that for the two months.

14322. But that was only to meet the cost of the guard-room fire, and this is to meet the general expenditure of the whole barracks?—Yes.

14323. Then in asking for 12. a-month you contemplate that that would cover all the fuel expenses of the barracks?—No; I would not expect it to cover it clear of cost.

14324. Go to the next subject?—The men seek permission to marry at five years' service in a county instead of seven.

14324*. Is there a general feeling amongst the force of your Riding on this?—Yes.

14325. A strong feeling?—A strong feeling.

14326. Do you think, if such a permission were given, there would be a large increase to the number of married men of short service?—I do not believe it, or diminish it in any way.

14327. Mr. Wilson.—Is it not quite certain there would be an increase; because, if there would not be, why should they not remain content?—They might settle themselves sooner, as they would have an opportunity. A man who is going to get married will get married, and it might be a safeguard for him if the period were shortened.

14328. Why?—By men getting married.

14329. Do you mean privately?—Yes. It is dangerous and degrading.

14330. Are not the instances rare in which the men do get married contrary to the regulations?—There are places where they do.

14331. But the instances are rare after all?—In some places they are, and in other places they are not.

14332. I suppose you know at present, as a matter of experience, men do not immediately avail themselves of the privilege of marrying after seven years, and that the average service at which the men marry is ten years?—At present; but I refer to the exceptions. There are very few at present in Ireland.

1433. Would it be desirable to do anything to encourage early marriages?—No. I do not see that it would be any advantage or any harm one way or the other. It would satisfy men if they had the privilege at a shorter period.

14334. Do you not think that, with a great many men who do marry early, it is a case of marrying in haste and repenting at leisure?—It may be; but, of course, it is a chance, like every other thing in the world. It is a thing I know very little of myself.

14335. There is nothing else you have to say about marriage?—I have nothing further to say about marriage.

14336. What is the next subject?—Perambulation is requested for the barracks guard to leave off his belt during absences out of the twenty-four hours he wears it, which is injurious, and he is regarded a man without the belt as with it.

14337. At present he can leave it off from 10 o'clock at night until 6 o'clock in the morning?—Yes.

14338. For how long do they suggest that it ought to be worn?—They do not want to wear it at all.

14339. The guard is invested with the responsibility of protecting the barracks, and when you ought to

know him as the man on duty by some sign or mark?—He could be distinguished in the simplest way by a badge or his arm. He is there to meet all calls, he is accountable for any call that comes to him. His name is up, and he is answerable to his own authorities.

14340. Is it the belt or the sword which is the difficulty?—The whole affair—both. There are stations where he would be obliged to have the belt as tight when on guard as at any other time.

14341. What is the next point?—The men want permission to enter public-houses if they meet a friend when not actually engaged upon duty; so that in the course of conversation with a friend they may go and take a treat or give a treat in a respectable public-house without any cringing or fear of any individual, and come out without the risk of being reported for having been in a public-house without leave.

14342. Do you not think that such a regulation might admit of the possibility, or even the probability, in the case of young men, of throwing temptation in their way to frequent public-houses, that they might ruin themselves and get into habits inconsistent with their position as policemen?—It might; but in a rule it is looked on as a hard case—as a punishment.

14343. You think there would be risk in it in some cases?—There might.

14344. Is there any middle course you could suggest by which the present regulation could be relaxed without giving the absolute right to frequent public-houses?—I would not say they should have a perfect right as an admitted thing.

14345. If you modify the present regulation, you must modify it within some regular line that can be laid down?—I would not ask for any policeman to be going into or frequenting public-houses.

14346. On duty I quite understand that you do not contemplate asking it, and it is only in a case of duty?—Yes.

14347. The case put by you is a very strong one, where a man meets a friend and goes into a respectable house; but if you permit that, how can you draw the line where a young policeman, a foolish fellow, may spend most of his hours off duty in a public-house?—He cannot possibly do that, because he is inspected, and if he is unfit for duty break him off it.

14348. How would you stop it and give him the privilege?—If I saw him a second time unfit I would prevent him altogether.

14349. You would withdraw the privilege from him?—Yes.

14350. Suppose the privilege were given within certain limits, but in the event of any man abusing it let it be withdrawn from him altogether?—Yes, except in case of getting permission.

14351. Would not that throw the responsibility on the constable of watching a man and reporting him?—I do not believe there is a necessity at present.

14352. Have not the police to perform duties in connection with the Licensing Acts?—Yes.

14353. Do you think if they were allowed to go into public-houses they would be as independent of the publicans as they are now?—I do not believe that any policeman going in and taking a treat or giving a treat and paying his money for it is under the least compulsion to any publican to prevent him turning round and doing his duty the next minute.

14354. Mr. Barrell.—Pass on to the next subject?—The quarter of a-mile from barracks.

14355. We know the regulation. What do you suggest?—I would suggest that a man should be at liberty to go 2 miles.

14356. And as to the hours?—If he is not required for duty.

14357. It is now two hours?—Make it a little longer and say three hours. A man might not be half-an-hour out and he might have cause to be three hours.

14358. Cannot he get four hours from the constable if he wants to go?—He can.

14359. Do you not think that rather than extend

the time it would be better to ask the constable for leave?—He generally says he is going out for a walk, and the journey is very short at present. The public suffer very little by his absence. His comrades are in his place for duty.

14360. In a station where there is a constable and three sub-constables, if one is bereaved orderly and another out, the constable has only one man to go with him?—That is all. As a rule, only two go—a constable and sub-constable—except in an important case of outrage. A man will very likely get word of that, and very often he receives important information which he would not if on duty.

14361. Go on to the next point?—It is looked on as a hardship for a senior man to be responsible for the acts of his junior.

14362. You think he ought not to be punished for the acts of his junior unless he is proved to participate in the offence?—Yes.

14363. Go on?—The next is schooling.

14364. What about schooling?—The continuous schooling in many instances is kept up, and it is looked on as a hardship.

14365. Do you mean the Manual and Regulations and different Acts of Parliament?—The Manual and Regulations. They want to know the Acts of Parliament to be able to discharge their duty. But to sit down for a morning or for an hour's schooling a man gets weary and sick. He is not examined in it if he had it written. A policeman of standing will learn the Manual and General Instructions, and then on inspection let it be seen that a man knows his duties.

14366. What is the next matter?—Clothing. They seek an increase from 5s. 6d. to 7s. for the making of a tunic, and 2s. to 3s. for making a trowsers as their present actual expenditure.

14367. Pass to the next point?—Packs in marching order monthly is a bother and of no service to the public. What is in them can be seen without a military turn out.

14368. You mean the first Monday in each month?—Yes.

14369. If you are over to parade in marching order, is not it necessary to test, at some stated period, whether you can put your necessities into your pack in a proper way?—A man would be well enough versed in that.

14370. Do you mean as a recruit?—He obtains a knowledge at the Depot.

14371. You think if the necessities are seen in a man's box, it is quite sufficient without parading in marching order on the first Monday in every month?—Yes.

14372. What is the next matter?—In the General Instructions and Code there are 400 pages and 1,387 sections. Again it commences with 1,388 and goes to 1,439; and the Code continued from 1,437 to 1,734. There are Circulars to the number of 135, of one, two, or four pages each, and they become so numerous and complicated—the last Circular cancelling a former one or part of it—men are embarrassed, and few, if any, can master them. Independently of these, there are

several Acts of Parliament which the men believe are necessary; but these Circulars have come to be so numerous they cannot retain them in memory.

14373. What is the next point?—There is a large number of extra police in those several counties, some of them for two years. When their services can be dispensed with, they seek to be sent back to where they came from, or some other county they may name.

14374. That is to say, in disturbed counties the forces are supplemented and increased by drafts from other counties?—Yes.

14375. And the men so drafted seek, when the necessity for the increased force shall cease to exist, that they be returned to the counties from which they came?—Yes.

14376. Is there anything else?—County inspectors have enhanced the opportunity in the disturbed counties of increasing the promotions, and the extra men are in those counties.

14377. The promotion to the superior ranks was kept up in the whole force—that is, the permanent county force and the extra force—while the men to fill the vacancies were taken nearly exclusively from the county force?—Yes, nearly. It was expected that one to five would be promoted. It was not the case in some of the counties; but the opportunity was enhanced in others.

14378. Is there anything else on the subject?—The Circular as to the 180,000£ was issued on the 12th May, 1882. The money was distributed about the 17th August. That is, after a lapse of three months; and during that time a great number of men were disbanded the force, retired, or died—about 850; but the men that replaced those received none of that money.

14379. That is, the recruits?—They are not entitled to it. According to the scale, one class was to receive three months' pay, another class to receive two months' pay, and a third class to receive one month's pay; but recruits get none of it. The men believe there is some of it still which is not expended; and as it was given for a certain purpose, it ought to be applied to no other.

14380. I do not think the specific sum of 180,000£ was given, but the estimate was that the arrangement in contemplation would require 180,000£ to carry it out. Supposing every man in the service got what he was promised, if there was a balance after, I take it that the force would have no right to it, and on the other hand, if it took more than the 180,000£ to pay what the men were promised the Government would supply it?—Yes; I do not mean proving that, only to give it as it was given to me.

14381. Whatever claim might be asserted by the men dismissed or resigned, I think the men in the force can lay no claim at all to it?—Yes.

14382. Mr. Heffernan.—What possible claim can the recruits have; they did not bear any of the burden or heat of the day like the other men?—They have no claim to a penny of it.

14383. Mr. Herrel.—Is there anything else?

Head Constable Thomas Hunt, continued.

14384. Chairman.—You represent the non-commissioned officers of Mayo, South Riding?—Yes.

14385. How long have you been stationed in Mayo?—Three years.

14386. In what part of it?—I am in Westport at present.

14387. Where were you before that?—The first time I came to the county I was stationed in Swinford for three months; then in Ballaghaderreen for a year and a-half; and about three years in Westport.

14388. Where were you stationed in former days? [1502]

—I was fifteen years in Monaghan. As a recruit for about two years after I joined I was in Galway, East Riding. Then I went to Monaghan, and having been there fifteen years I went to the Depot where I was eight or nine years.

14389. How long are you in the force?—Over thirty years.

14390. Take the subjects in the order you think important, and let us hear your views?—I have been directed to speak principally on lodging allowance for married men as a great necessity.

14391. Are there many married men in your district

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not accommodated in barracks?—In my own station there are seven married men, none of whom are accommodated in barracks, and all are paying for lodgings. There are about six men in the district who are accommodated in barracks.

14392. Give your reason for making this allowance?—In a few words, they are obliged to get lodgings and they are not able to pay for them.

14393. You have lodgings in barracks?—I have.

14394. From what you know of the men do you consider this a great hardship to them?—It must be a hardship to a man having a family. He is very sorely pressed for want of funds. He must be economical, and no matter how economical he is, when he has a family he must be needy.

14395. That is to say he must deny himself things?—He must and he must go in debt.

14396. You put this first in order?—I do.

14397. I suppose the men generally feel this is a very important matter?—The married men feel it very keenly. I have no interest myself in it, I am not a married man. I asked the young men: "What would you say provided the Committee are good enough to recommend a lodging allowance for married men? Would the young men of the service feel that was a bonus given to married men and that would not be fair to them?" They all with a good grace said they would not grudge it. I would say myself it is a bonus. How it can be reconciled I do not know; but I am certain the married men require it. So long as they are police they ought to be able to live as the single men, otherwise they cannot be so useful.

14398. Is that because they cannot be so strong?—They cannot, nor so independent.

14399. Do you wish to add anything else on that subject?—I do not know anything else I could add in the way of reasons for the claim.

14400. Do you think that if they get something in the nature of a lodging allowance to help them in this difficulty, it would at all have the effect of hurrying men who otherwise would not marry into marriage—do you think it would be a sort of temptation or bribe to get married?—Of course I think it would.

14401. Suppose there were a lodging allowance, do you think there are many men in the force now unmarried that would immediately get married?—They would not immediately, but when their seven years' service is completed, a great many would get married that might hesitate owing to their means. Some may be cautious knowing their means, while others might be more anxious and forget their state and go into it blindfolded. I believe a lodging allowance would be an encouragement.

14402. Pass to the next matter?—I have only one mounted constable in the Riding, and he called my attention to the fact of mounted men being obliged to return to the infantry when they reach 45 years of age, and be considered that a grievance. I know it myself; I went through the ordeal, and I would say a man does not wish to lapse into the infantry and give up the service he has been accustomed to; it is not right. I do not find fault with it as being a regulation of the service, but I do not feel it is justice to the man.

14403. Is it that he is more or less unsuited to infantry duty after all that time?—It places him in a position to which he has not been accustomed. He is out of his element. But the original understanding, I presume, was that a man when about 45 years of age is not so active as a younger man, and that the mounted service must be manned by young men. That is only one idea. The other was that it would increase promotion for others; and that is not right.

14404. Why is that not right?—Because an old man of long service should not be removed to facilitate a younger man, no matter what the consideration is. A fixed standing rule is always the best for the force.

14405. But when a man comes to be 45 years of

age he is generally within five years of getting out. Most men get out at thirty years' service?—Yes.

14406. Most men say, "It is not worth while, he will be as good at 50 as at 45." That is one of the arguments for leaving him in?—It may be.

14407. But, on the other hand, it might also be said that it was not very hard on a man to be only asked for four or five years to do infantry duty?—I have no objection to the rule except in this way, that when I got mounted I got mounted *dead* to be a mounted man as long as I wished to be one; but there was a law introduced after I joined the force that demounted a man at 45 years of age. My impression is that that should have no effect on the men who joined under the former law.

14408. Pass from the mounted constable to the next matter?—The next and most important matter that was impressed on me by the non-commissioned officers, particularly the head constables, is that they claim promotion from the ranks to at least three-fourths of the number of officers. They also say that the selection made from the ranks is not what they consider a just one. It is not according to a reasonable rule.

14409. What do they complain of in the mode of selection from the ranks—you say it is not according to a just or standing rule; is it there is no fixed principle of promotion in the service?—There is no fixed principle. It is changing so often a man does not know whether he has a claim or can expect it.

14410. Mr. Howell.—In the first place, a man must be under 45 years of age?—Yes.

14411. Have you any suggestion to make as regards that?—It affects myself so far as that I thought I had as good a claim as another if I were in the running, but I have been outside the running a considerable time, and I lost sight of it. For the last two or three days I have been a good deal tested on ability. The junior men have been brought up, and I never thought a junior man had a better claim than I have, and he must have a much less claim for service. They have not as good a claim as some of the men whom I know are passed over, and that are very near the period at which they should get out. They would be in every respect as good, and better, than the juniors, and their long service should give them a claim. Promotion would not only give satisfaction to them, but the younger members of the service would be satisfied generally with a fixed rule.

14412. Chairman.—Pass to the next matter, please?—There is another matter I do not feel myself justified to speak on. I never complain of authority, but I was directed to mention that the Special Resident Magistrate are interfering with police matters, and there is no necessity for it.

14413. As I understand, you put this in your representative capacity?—I do this in my representative capacity.

14414. Have the men pointed out details or particulars in which this interference takes place unduly?—They have. You will be able to know whether it is right or wrong. For instance, I know it is the privilege of the Special Resident Magistrate to do and suggest anything he wishes. He has made it a rule that every man in the station available for duty must perform six hours' patrol within the twenty-four hours. That comes very hard often on men. No man can complain of six hours' duty; but it must be done as a matter of routine, and every other duty must come in along with it that turns up. The District Resident Magistrate goes round the district, into the barracks, calls for the patrol books and examines them, putting the rule to the test. He went in frequently to the quay barracks convenient to Westport. The constable at the quay often told me about it, and said he did not know whether he had a right to call the officer's attention to it, or report to the county inspector. I said "No; things will adjust themselves, and it will do you no harm. He must have authority we are not aware of." He asked the guard to hand down the roll of the men's names, and be compared it with the duty. The name of the man

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on guard being absent on the patrol book, he asked where he was, and he was told he was on guard. He asked, "What about the man who has only three hours entered here?" That was the constable; it was then about half-past 1 or 2. He was obliged to attend the beat that was calling, and the Resident Magistrate was satisfied with that. It is not that any harm is done, but the annoyance of the men. The Resident Magistrate threatens pains and penalties if he finds anything amiss just the same as an officer. I never had an objection to magistrates, to be obedient to them, and comply with their demands; but when they are forced on us, and we do not think they are consistent with the discipline or regulations, I think it is hardly fair.

14415. Now, as a matter of fact, does the six hours' patrol prevent the men doing any casual other duty that may turn up from time to time?—Fortunately we have only ordinary routine duty at present. The rule interferes in this way, that the men have a great deal of house duty to do; for instance, there are a great many little jobs about the barracks.

14416. You mean in making reports?—In keeping the barracks in order. We want a day in the week for the available men to keep the barracks in order. They want a good deal of time for their own care and cleanliness.

14417. On the other hand, you must remember that six hours is only the fourth part of the twenty-four hours?—It is nothing at all. The hours' employment is no cause of complaint at all.

14418. Then what is it?—That it is ordered by what they call the civil power.

14419. You spoke a moment ago about the six hours interfering with the discharge of ordinary business in the barracks. If six hours, being only one-fourth of the twenty-four hours, is not an excessive time to do patrol duty, and does not interfere with other duties for the protection of the subject or the maintenance of the peace, why should you, apart from the question of the civil power being the ordering power in the case, complain of the six hours' patrol duty?—I do not complain of it at all. It would not be right to complain of it; but six hours' duty may turn up in the course of the night that will require a number of men to be six hours more absent.

14420. I gather from that answer that a policeman's duty, although not extended by rule over the six hours, very often, owing to the necessities arising, does extend beyond the six hours, and the man is called upon to discharge it?—Frequently, even in the quiet service, and I would not complain of that at all.

14421. What I want to gather is whether there is anything unreasonable in the six hours being ordered, no matter by whom ordered?—It is not; but I think it better to leave the regulations in charge of the officer of the district, who is responsible for the peace of the district, and the discipline of the station.

14422. Before the Special Resident Magistrate issued those orders you did not do the six hours' duty?—Not in routine. We kept up patrols where we thought it necessary, and not for a fixed period of six hours.

14423. I suppose the men had a good deal more time on their own hands before the six hours were appointed?—I could not say so for the last two years at any rate.

14424. For the two years before the six hours were ordered the men were quite as busy as now?—Yes.

14425. That was on account of the agitated state of the country?—Of course.

14426. Then I take it they had quite enough to do in the disturbed times with the ordinary patrol and the duties that turned up, without putting the six hours' patrol duty on them. Is that what you say?—I cannot say that; because, for instance, they might be a whole day, from morning till night, out on protection duty. When they came home then some might be out and others employed on the patrol. But

when they have a hard day I follow it by giving them a day's rest. In the same way at night. But they must do the six hours' patrol now, no matter what the duty is.

14427. The real complaint is that the hard-and-fast six hours' duty at a time when there is a disturbed state of the country added to the other duties that have been performed, inflicts hardship on the men?—They feel it, Sir.

14428. Go to the next point, please?—Some of the non-commissioned officers, too, complain of unfavourable records being always held against them. I think they might be swept away, although they only exist on paper.

14429. You do not think anything of them?—I do. They only exist on paper, but to please the men let them be blotted out.

14430. Do you think they do not form a real grievance?—They do.

14431. It has been said by many men here that when a man gets an unfavourable record it has the effect of making him disgraced and hopeless, thinking he cannot get promotion?—Certainly it has. But I argue against it. I say if a man deserves an unfavourable record and gets it let him abide it and compare with a man who will not get an unfavourable record. A man who gets an unfavourable record should not be placed on a par with a man who has not one. An unfavourable record is a very good thing to keep young impulsive men in check.

14432. Would you share the opinion of other men who have given evidence here, that while the unfavourable records should be kept for two, three, or five years, or perhaps seven years, to be a real terror to the men, they should be then wiped out?—I would recommend that they be wiped out after three years. It would please the men.

14433. Do you think that keeping them on for three or five years would be a sufficient punishment to the men, and a sufficient deterrent?—I think it would. The fine along with the record is quite enough.

14434-5. Pass to the next matter, please?—Extra pay of 1s. a-day. I might say that that was the first paragraph in my programme; but I did not see any way to that. Certainly, I must admit, that for the last three or four years there was wear and tear of pocket and person, and 1s. would go very short. For sometimes a man's pay was nearly all swallowed up by the extra support required for the hard duty.

14436. Mr. Barrett.—When you say 1s. a-day, do you mean a demand made for increase of pay, or see you referring to the extra pay of 1s. a-day granted temporarily to the 34th October?—Yes. They request that that be made permanent.

14437. Chairman.—Did you mean public or transfer duty to do outside your own district for the last few years?—I had not so much as the other men.

14438. Did you hear the other men say they were overcharged for what they got outside their own station?—Indeed, I did.

14439. Do you think the 4s. 6d. a-day now is adequate to meet this expenditure?—I think it is.

14440. The men you represent desire to have it made permanent?—The men impressed on me to claim 7s. for a night's absence for a head constable, and 5s. or 6s. for constables. They impressed that on me. I said, however, I could not see any way to it.

14441. At present a head constable gets 5s., and he wants 3s. more?—Yes.

14442. And the constables want 1s. more?—Yes.

14443. We have had demands for something more for the head constable, on the ground that he must live separate from the men. Have men been much overcharged in Mayo?—Not to my knowledge; not about Westport; I never had any reason to complain. But I would say the 4s. 6d. for head and privates is a moiety of what they pay when they are elsewhere on duty.

14444. Do you mean to say it costs them anything like 8s. or 9s. a-night?—I say that the men who are out at night pay 4s. 6d. for their lodgings and pri-

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visions, and there are extra expenses that might vary from 1s. to 2s. a-day for refreshments or drink.

14445. Go on to the next matter?—They want pensions equalized with those of the old service men. That is a general demand by all who can claim it.

14446. Do the men whom it touches feel very strongly about that demand?—Very strongly.

14447. Would you say they feel stronger about it than about pay?—They do.

14448. You have been thirty years in the force, and you are high and dry above those questions of pension and everything else?—Yes.

14449. Give me your opinion as to the effect of this pension question on the future of the force. You are aware there is no difficulty in getting lots of recruits?—I am well aware of that.

14450. It is apparent, then, that the question of pension does not weigh with the young men entering the force. At what time in the service does this question of pension begin to touch the men and weigh with them, and what effect do you think it will have on men leaving the force for the future?—My impression is that pension does not touch a man until he gets up to seven or eight years' service, or even ten, and then he decides whether he will make the service his home or emigrate, or anything else. It is only then the question of pension is fixed in his mind. If he gets married he will have nothing to live on when he retires on his pension.

14451. What practical effect on men of eight or nine or ten years' service is this question of pension likely to have with regard to their remaining in the force, for that is really the way to test it, and you are a man of experience?—If they see a provision in store for them, they will exert themselves to secure it, and if they see none they may be more careless in coping with their very onerous duties.

14452. Do you think the question of pensions affects

their remaining in the force?—I think it does a good deal up to ten years' service.

14453. At the end of ten years do you think there is a disposition to leave the force if the pension is not improved?—They will remain after ten years, except there is an unexpected reverse.

14454. What do you mean by reverse?—If they met misfortune in the way of reports.

14455. Even if the present rate is not improved there will not be any large number leaving the force?—I think they will remain in the force; I do not see anything better for them.

14456. Do you wish to add anything else on the subject of pensions?—No.

14457. Pass to the next subject that interests you?—There is another subject I intended to mention.

Lord Monck was Chairman, and recommended that medical officers should be appointed from the rank of head constables, and give them a tax-cart or some convenience, and let them take command of a district under an officer. I think it would be a good idea as a medium between officer and non-commissioned officer, and it would have a very good effect.

14458. In what way?—It would effect a saving, in the first place.

14459. How would it save?—You could hold him responsible for the district, and he would have a less salary than a third class sub-inspector.

14460. It would involve the abolition of a certain number of sub-inspectorships?—It would; and he would be just as useful, and perhaps more adapted for some localities, than an officer. There are a great many stations, for instance, in Mayo, and I know one where a head constable is invested with the authority of an officer. He could command the district of Newport or Belmullet, and two others that Mr. Harrel knows as well as I do.

14461. Pass to the next matter, please?—I am done with that all.

Sub-Constable JEREMIAH O'REILLY, examined.

Sub-Constable
J. O'Reilly.

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14462. Chairman.—You represent the sub-constables of Mayo South Riding?—Yes.

14463. How long have been stationed in Mayo?—Over nine years.

14464. In what part of the county?—First in Kilmurry, then in Westport, next in Swinford, and I am at present in Castlebar.

14465. How long are you in the force?—I am ten years.

14466. How old were you when you entered?—19 years of age.

14467. Take the matters as you consider important. Use your notes, and go through them?—The most important matter is pay.

14468. Would you and your men consider the question of pay more important than the question of pension?—I would. The pay is the first thing to settle; it is too small at present.

14469. What increase of pay do you seek?—An increase of 1s. a-day.

14470. Give us the reasons on which you ground that claim?—The cost of living. If a man lives as he ought to live, it will take 17s. 6d. or 18s. a-week. A sub-constable at eight years' service has 11. 2s. a-week.

14471. I suppose you include in that only his food?—Merely articles of consumption.

14472. That would amount to something like 3s. 12s. a-month?—Yes. Here is the list.

[Hands document to Chairman.]

14473. This is not the actual expenditure?—It was the actual expenditure for the week commencing 19th August and ending the 21st.

14474. You put down as your actual expenditure 5 lbs. of meat, at 10s. per lb.; 7 loaves of bread, at 3d.; 7 pints of stout, at 2d.; $\frac{1}{2}$ lb. of butter, at 1s. 6d.; 6 ounces of tea, at 3d. per ounce—that is nearly 4s. per lb.?—It is over 3s., and some pay 4s. The cheapest contract price is 3s. per lb. Of course, it would be cheaper to get it from Dublin.

14475. Cooking and washing, 1s. 6d. That is at the rate of about 2s. a-month?—Yes.

14476. You make up all this to be 18s. a-week?—Yes.

14477. Mr. Harrel.—Were you in mess at the time?—Yes.

14478. Of course, you extracted this from the mess book?—Not exactly. Messing isn't the same in the force as it was some time ago. Every day there are three breakfasts, and two or three dinners, and the same number of suppers. It is a decided advantage to be in mess.

14479. Chairman.—That would represent for four weeks, 3s. 12s.?—Yes.

14480. It would represent getting on one-third for the three days at 18s. a-week, 3l. 17s. a-month?—Yes.

14481. Do you consider 3l. 17s. a-month is the actual expenditure?—Some of the men, of course, would not use all that. I have known delicate men in the force, and $\frac{1}{2}$ lb. of meat at each meal would give them enough. When men get old and broken down in health they cannot eat.

14482. The weekly pay is 11. 2s. in your rank?—Yes.

14483. The weekly expenditure you put down at 18s.?—Yes.

14484. The annual expenditure for boots and

articles of clothing, and other things, like cooking utensils, repairs of boots, clergyman's fees, and so on, will bring it up to 7l. 13s. 8d. ?—I think so.

14485. To meet that 7l. 13s. 8d. there is, according to this estimate, 4s. a-week, or 104. 8s. So that you would have spent nearly all your pay?—Except about 3l.

14486. Would you require all that food and all that expenditure in quiet times?—No. I often did without a pint of stout. When a man has the price of it he requires to take it.

14487. On account of the hard work?—Yes, a good many men do without it in the force. I did without it myself for some years.

14488. Then I see other items: a suit of clothes, 2l.; a hat, 6s.; umbrella, 5s.; necktie, 1s. 6d. Are these things included in the items I read before?—No. These are things necessary for a policeman to have in the performance of his duty occasionally.

14489. They are not got every year?—No. One suit may do three years, and I have deducted one-third.

14490. Then I see there is 1l. 9s. for pipes, stamps, stationery, repairs of uniforms, socks and many other matters?—Yes.

14491. As a matter of fact, have you been saving anything for the last four or five years?—No.

14492. Not even during the year or two years before?—I saved a little money seven or eight years ago, when sent to a probation post in Mayo. I was able to save from 10s. to 1l. a-month.

14493. Where was that?—At Kinsbury. Ever since I saved scarcely anything in the force.

14494. At the Commission held a few months ago there was evidence that a good many of the young men had been saving pretty successively before the late disturbed times. Is not it your experience that there was a good deal of saving, say to the tune of 1l. a-month or so going on before the disturbed times?—No. There is one very remarkable fact that shows the men got this great of three months' pay more have gone on leave for the last two or three months than went for some years before.

14495. Even in quiet times?—Yes. They never could gather as much money together as would give them a holiday. I know some of the men who did not take a day's leave for the last eight or ten years.

14496. The reason the money was given was on account of the extraordinary expenses and loss during the past three years?—Yes.

14497. If men were able to use it not for the purpose of repaying themselves what they had lost, but for the purpose of enjoyment, would it not tend to show they had not lost?—I do not deny that they saved a few pounds, but it was very trifling.

14498. Go on, please, with your case?—What they saved was very small. In some stations there was a little advantage where they could get fresh fish and potatoes cheaper than at others. One year we got potatoes at 2s. or 3s. a stone; the next year they cost 8d., and close on 1s. At another station they might get turf very convenient and cheap. So that would amount to a couple of pounds every year. But in Castlebar and other stations like it men buy things very dear.

14499. The possibility of saving would depend very much on the place where you happened to be stationed?—Yes; it might amount to 4l. or 5l. a-year.

14500. What is the next point you wish to speak about?—The pension question is the next. I was instructed to ask full pay as pension on whatever pay the men will receive after thirty years' service.

14501. That is to say whatever full pay they may receive in consequence of this Committee?—Yes.

14502. Not the full pay they are actually in receipt of now?—No.

14503. There are a good many men modest enough to say they would be satisfied with that?—No; whatever pay they will be in receipt of at the time of their retiring.

14504. Let us see what principle ought to guide us

about pension. You will say it is hard for men to get employment in the present state of the country?—Very few of them can get it or are they able to do anything.

14505. Suppose a man went out at 50 years of age and had taken great care of himself and fed himself fairly as much as you do, and not gone through so much hardship as you did in the last three years, would not he have some capacity for intelligent work left in him?—No. He is a broken down man at 50 years of age or long before it.

14506. Look at the head constable?—A mounted head constable gets through the force very safe. The mounted men of the force never did night patrols.

14507. But after all there are lots of men who go through very hard work and capable of doing a certain amount of work after 50 years of age. Suppose things were quiet and the police got their fair chance of employment with the advantage they have of being trusted men, you would not expect the State to provide for their leading a life without any work from 50 years of age to their death?—I would say that after thirty years' service a man should have as much pension as would keep him up.

14508. And he should do nothing then?—I would look on him as incapable. He might mind a gate if he got it. I saw a dozen old pensioners in Castlebar last pay day, and not one of them was fit for anything.

14509. How long were they out as pensioners?—I could not tell.

14510. And, furthermore, those men got out on their full pay?—Yes; but there were some constables of thirty years' service and they went out on smaller pay than the constables are going out on now.

14511. But those men who get out on full pay are hardly a criterion by which to judge of other men getting employment. They went out on pensions that did not necessitate their getting employment?—I cannot see where the employment is in Mayo.

14512. But if things were quiet it would be different?—A man is unfit after thirty years' service in the police for any other walk in life. He could not take the position of a railway porter. He could not get up in the morning or stay out late at night. If he got a job of four or five hours a-day he could do it.

14513. Do you wish to add anything else on the subject of pension?—Yes; that it should be compulsory to retire at thirty years' service if serving in the ranks, and that it should be optional to retire after twenty-five years' service without going before a Medical Board at either of these periods of service; because that is a great hardship. There are some men very delicate, and to go up to Dublin and live here a week or a fortnight in the depth of winter and go into a cold bed, is hard on them. A hard worked man who gets suddenly broken down at twenty-four or twenty-five years' service will find it very trying to go before a Board.

14514. Do you wish to add anything else?—That men of ten years' service and upwards who have become physically unfit by hard duties should get a pension calculated in the same ratio to their pay.

14515. On the same principle that you advocate for the men generally?—Yes. Say as thirty is to the number of years' service so is the amount of pay the individual would be in receipt of to the pension.

14516. That is, you would enable a man to retire at fifteen years' service on half-pay?—Yes, if incapable.

14517. But a great deal of this depends on the amount and kind of the duty if it pleased Providence to send quieter times?—We find it harder now than during the whole of the Boycotting.

14518. Why is that?—There is an existing regulation that a man has to perform at least six hours' patrol every day.

14519. Mr. Harrel?—Is he expected to do six hours' patrol in addition to other duties, or does he not get credit for the number of hours he may have performed the other duties, for instance, serving sam-

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houses or executing warrants?—Suppose you were out after parade in the morning to serve summonses and that the performance of that duty occupied you until 1 o'clock, that would be four hours, would you be required to do six hours' patrol duty that day?—No.

14520. Would not you get credit for the four hours you had been out?—I would.

14521. And would not you comply with the existing regulation by performing two hours' patrol duty?—No.

14522. Two hours in addition?—No. You would not be complying with the existing regulation by doing the duty you say; for this reason that there is a standing order that no patrol be less than three hours. If you did four hours in the morning you would do three hours, that would be seven; or if four and a-half in the morning it would be three. Take the town of Castlebar; there is a Land Court there, and say a man will stay two or three hours at the Court-house, that is not patrol; he will have to go out that night and perform his six hours' patrol.

14523. You do not say that six hours in the twenty-four is too much?—No. No man in Mayo would.

14524. On the contrary, you would be satisfied to do that or more?—Yes.

14525. What you think is not sufficiently plain in the regulation is that the man may be on other duty, which may occupy him a number of hours, but not being patrol duty he does not get credit for it with regard to the six hours?—Suppose a man is protecting a process-server or preserving the peace anywhere, that is a day's duty. Take the six hours and multiply by seven for the week, that would be forty-two, and let the good day balance with the bad day, we would not consider it a hardship.

14526. That is to say, forty-two hours a-week of active duty. You would not count Court duty in the forty-two hours?—I would, and train duty.

14527. Pass to the next matter, please?—The present allowances are a little too small even if they were made permanent.

14528. In what regard?—I never got a breakfast yet when on duty without paying 1s.; the cheapest dinner I got was 1s. 6d.; the cheapest supper, 1s.; and the cheapest bed, 1s. 6d.

14529. That would make 5s. 6d.?—Yes, and I paid at one time for a breakfast 2s. 6d. when I was out protecting a sub-sheriff. I felt strongly on the matter when the money was demanded. However, I made no bargain. A small public-house in Mayo where a man would put up would probably be the dearest place.

14530. According to your estimate you would be 6d. short?—Yes.

14531. But after all, this is intended to meet extra expenses from its very name "extra pay"?—Yes.

14532. Whilst you were living out you would not be missing at home?—Of course not.

14533. Would not you give some little credit for that?—I would.

14534. Say the 6d. and that would just bring you right?—I would ask 1s. a night for each night out.

14535. Go to the next matter?—A most important allowance is lodging allowance for married men.

14536. How much would you say for that?—10s. a-year. In the town of Castlebar there is but one married man accommodated in barracks, and there are fourteen married men living in the town. The head constable is the only man that has barracks accommodation. All the rest have to pay for their lodgings. I know that married men live very poorly. Paying for lodgings is a great pull out of their purse, and it is very difficult to get lodgings in some places.

14537. Go to the next point?—Laborious duties are imposed on us connected with the census and agricultural Returns, and those are extra duties. We look for marching allowance for them. The present marching allowance is 2d. a mile, going 3 miles to each townland, and we ought to get 1s. extra for each six hours employed on that duty.

14538. Mr. Harrel—Do you not get the ordinary

extra pay allowed by the rules of the force?—Yes, if you were over ten hours absent.

14539. As regards the census, it occurs only every ten years?—Yes; I got 2s. last year.

14540. The agricultural statistics occupy you once a year?—Yes.

14541. Do they not give you an allowance for being absent a certain number of hours on that duty?—Yes.

14542. You want 2d. for every place more than 5 miles distant from barracks?—Yes.

14543. You would not get that on any other duty?—No.

14544. Why make it exceptional with regard to agricultural statistics?—Because you will not be given mileage allowance within your own sub-district.

14545. Is not it the legitimate and primary duty of a policeman to do this, and, when doing this, he will do nothing else?—He will. The day he comes home he will have to go on patrol, and he will have to stop up at night and enter all duties performed during the day. The duty actually commences when he comes home.

14546. There are clerical hours when he comes to his barracks?—Yes; and to meet that we require 2d. per mile marching money when more than 5 miles.

14547. Chairman.—What is the next point?—There is an allowance of 2d. yearly claimed for boots.

14548. How many pairs do you wear in the year?—Two pairs strong and a light pair. The strong ones at 14s. a-pair, and the light pair at 17s.

14549. That would be 21. 5s. What is the other 14s. for?—Repairs.

14550. Go on to the next matter?—The next subject is promotion.

14551. What have you to say about that?—That all promotion be by seniority.

14552. Would you have seniority the only guide?—Some men say that some of the most ignorant men in the force are promoted under the existing system. They say that almost every man in the force is fit for promotion to the rank of constable, at least.

14553. To be a constable means to be in charge of a barracks?—Yes.

14554. Would you say that every man was fit for that?—Not every man.

14555. Would you say almost every man?—Yes.

14556. If there are some men that are not fit there are some men who would not be entitled?—There are very few; but I would meet that in another way.

14557. How would you meet it?—I would have good service for the rank of sub-constable of 5l. a-year for a man who actually refused promotion. I have known men who refused promotion, but they were very few. Some men, if they happened to be punished, could not, of course, expect promotion; for instance, if a man was punished two or three years before.

14558. Why are the men in your county so strongly in favour of seniority? Is it that you find junior men constantly promoted at the expense of the senior men?—Yes. It has frequently occurred that junior men were promoted over the heads of others, more competent and harder-working men every way.

14559. Mr. Harrel—Still, Mayo is not one of the counties in which junior men are promoted?—It is not.

14560. The average period of service is thirteen, fourteen, and fifteen years?—Yes; and up to twenty and twenty-one. It would be well for them to get out when it comes to their turn. The men of twenty and twenty-one years' service should be promoted before the men of thirteen and fourteen years' service.

14561. Your evidence is that of a fair witness, as you are speaking against yourself as having ten years' service?—Well, I would be very glad to have the system of seniority for every rank.

14562. Chairman.—Would you exclude examina-

does altogether?—If it was necessary to fix a literary standard, let it be fixed, and let men know what it is, so far as the literary qualifications are concerned; but as to police duties, every sub-constable I know is well able to do the duties of a constable. I do not believe a literary standard is necessary, because if a system of promotion by seniority existed every man would qualify himself for the position.

14543. Is it very certain that every man would qualify himself for the position?—Every man would say, "It will be coming to my turn soon."

14544. If there was a standard fixed?—No, but if there was a system of promotion by seniority fixed.

14545. *Mr. Harrel*.—And a standard of examination?—I say if it was necessary.

14546. *Chairman*.—Do you not think, at any rate, it would be necessary to have some standard of education?—There is a standard fixed on joining the force, and there would be one for each rank in the service, but the qualifications required almost every man has.

14547. Then it would be no hardship on them if they have that; there should be a fair test examination. Have you anything else on the subject?—Let the same principle govern the promotions from constable to head constable, and from head constable to sub-inspector.

14548. Would you be for getting rid of the select list?—I would.

14549. And make seniority very much the rule there too?—Seniority altogether the rule.

14550. With regard to head constables being promoted sub-inspectors, do you not think that something besides seniority ought to be consulted. If you had three or four men, one might be far better fitted to occupy the post than another who would be a little older than he?—If a head constable had thirty years' service, and he was fit for the rank of sub-inspector, I would say that no matter what qualification the man of twenty years' service would have, the man of thirty years' service should get it before him.

14551. He should get it by seniority?—Yes.

14552. Although another might be more fit?—Yes.

14553. Have you any idea as to what the general impression is about the system of examinations conducted in the county inspector's office?—Yes.

14554. What do the men say of that?—They say some men get a harder examination than others, but I do not know myself. I was never examined for promotion.

14555. What is the impression about it?—Each county inspector has a different mode of examining, and requires different things. Some county inspectors go on bottles. One will promote old men, and the next county inspector will promote a lot of young men.

14556. Do you wish to add anything else about promotion?—No.

14557. What is the next subject?—Discipline. The first thing that discourages the men is the system of unfavourable records.

14558. Have you to say on that subject?—That an unfavourable record should not tell after two years' good conduct.

14559. Suppose at the end of two years a man got another, if you found a man getting two and three unfavourable records one after another, how would you act?—If a man had two unfavourable records two years should not wipe out the two.

14560. But would two years from the last wipe them out?—I would not say that.

14561. In point of fact, you would say a man who had two was a different man from the man who got one casually?—Yes; it should not go against him more than two years. In any case they should not affect pensions, nor affect promotions after two years. There is a rule at present existing whereby if a man was reduced he would be eligible for promotion after two years' good conduct. That same rule ought to apply to promotion.

14562. Go on to the next subject?—The favourable records interfere with promotion to a certain extent.

14563. *Mr. Harrel*.—How?—For instance, a young man may be stationed in a town and fall in with a good case, and he would be promoted at seven years' service for that, while a man might be in a country station all the days of his life patrolling, and a thing like that never occur.

14564. You refer to promotion from the special list?—Yes, by favourable records.

14565. There has not been much promotion from the list lately?—No; I never met a case yet where a man was promoted for one or two favourable records.

14566. Then they really do not affect promotion?—Very little.

14567. Go to the next point?—One man should not be held responsible for the act of another, that is to say, if a sub-constable got drunk whilst with a senior, the senior should not be punished for his drunkenness.

14568. Unless he has been a party to it by his connivance?—Yes.

14569. I suppose you are aware that lately, although the regulation is in existence making a man liable, as a rule no punishment is inflicted?—No; the latest case I know is where a sub-constable that was drunk was not fined at all, while the man who was not drunk was fined.

14570. How long ago did that occur?—About two years ago.

14571. Go to the next point?—The barrack orderly should not be asked to wear side-arms; it is looked upon as unnecessary.

14572. Are they satisfied to wear the belt?—Do away with the belt altogether; it has scarcely ever occurred that a man wasted his side-arms or belt.

14573. What is the next point?—That more married men should be allowed to sleep out of barracks.

14574. What proportion do you say?—One to every three, and then every second one after that.

14575. Go to the next point?—The linewashing of barracks is a very hard thing.

14576. They have to be washed twice a-year instead of once outside?—Almost once a-month as to portion of them. The expense ought to be defrayed by Government or by the landlord. A man might be engaged five or six hours of a day linewashing, and then have to go out patrolling for five or six hours more.

14577. *Chairman*.—What is the next point, please?—The men say the officers should be sworn on Courts of Inquiry, and that when they have come to their decision they should not be asked to reconsider it.

14578. *Mr. Harrel*.—They should not be re-sentenced?—Yes. Their decision should be final. When a report is made against a man, there may be two or three charges. He may have to deny one or two, and admit one, and he would be fined as much for the simple charge he admitted as if he had admitted the whole of them.

14579. What do you suggest with regard to that?—That when a man is reported, let him admit or deny the report.

14580. Do you not know that the reason why charges were framed in this way was, that several things being included in the one report, and a man being called upon to admit or deny that, he very often would have admitted part of it and denied part of it, but was not able to do so unless he made an explanation?—A man might be reported for being drunk, for insubordinate language, and for half-an-hour's absence. He would deny the drunkenness and insubordination, but admitting his absence, he would be fined 12.

14601. Has he been put on his trial?—It has occurred; but he was not tried for them.

14602. Is not it true that the officer makes a preliminary inquiry to know what the grounds of the charge are?—But there is a case where admitting the half-hour's absence a man was fined 12.

14603. How could that be remedied by simply admitting or denying the whole report?—If he had to admit the half-hour's absence it should be taken

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away from the remainder, and let him be tried for it.

14604. As I understand you to say the men complained of the report being dissected into charges?—Yes.

14605. You instance the case where three charges are contained in one report?—Yes.

14606. And the man denies two and admits one?—Yes.

14607. Suppose they were not reduced to three charges or divided in any way, but the original report had been sent to the man, and that he upon that report wished to deny two and admit one, how could he do it better on the report than he could on the charges as brought out?—They work badly under the present system.

14608. Would not the objection you apply to the charges apply equally to the report?—It would.

14609. I see your point, but not the remedy?—It is difficult to suggest a remedy.

14610.—Chairman.—Pass to the next matter, please?—There is a regulation which does not allow a man to go more than a quarter of a mile from barracks. A man should be allowed to go as far as he pleases, provided he comes back within three hours if not required for duty, and he should be made aware whether he would be required for any ordinary duties that might next occur.

14611. Pass to the next point?—If there is a lodging allowance granted, widowers should get it as well as a man who had a wife.

14612. A widower with a family?—Yes; and he should be permitted to sleep with his family. I have known one or two very hard cases where a man had four or five children and his wife died, and yet he was compelled to sleep in barracks.

14613. Did he marry again?—He did not. More feel he would be.

14614. Mr. Harrel.—If he is allowed to sleep out of barracks, he is allowed to sleep with his family?—Yes.

14615. What is the next matter?—Young men getting married feel they are sent too far from home.

14616. Chairman.—From the wife's home?—Yes. They think 20 or 30 miles away would be sufficient, without sending out of the county. It might be an advantage to them, and it would not be an injury to the public.

14617. Is there anything else?—There is one subject more. The head constable was asked a question about the cases where the Special Resident Magistrate interfered with the men. A case came under my notice the other day where a constable was talking to a man in the street. The magistrate came up and asked him who was that man, and for some reason told him he had no right to be talking to him.

14618. Was the constable on duty at the time?—He was not.

14619. Was the man the constable was talking to a person of good character?—He was a gentleman.

14620. But do little incidents like that often occur?—They are very annoying. We never knew them to occur in our part of the county till lately.

14621. Was it the Special Resident Magistrate who interfered?—A temporary magistrate. Little things like this occurred. Some of the other men made a complaint of having been transferred by this gentleman.

14622. Whom did they make the complaint to?—I do not know; to the authorities, I suppose.

14623. Is there anything else?—I do not remember anything else.

[The Committee adjourned.]

THIRTIETH DAY.—16TH OCTOBER, 1882.

Present :

Mr. R. O'SHAUGHNESSY, M.P., and Mr. D. HARREL, R.M.

Sub-Constable ROBERT WILKIN CLERT, examined.

Sub-Constable
R. W. Clert.

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14624. Chairman.—Where are you stationed at present?—Cladding, Galway city.

14625. How long have you been there?—Two years and eight months.

14626. How long have you been in the force?—Six years and nine months.

14627. Where were you stationed before?—At Newtownsmith, County Galway, for a short time, and previously in the County Longford.

14628. Now make your case?—The first thing I am asked to represent is our claim to an increase of pay.

14629. State your reasons?—We ground our claim principally on the increase in the price of provisions, coupled with the fact of the odium that the discharge of our duties now brings us into with the people. They are completely turned against us, and they charge us, not to say high prices, but exorbitant prices for everything.

14630. That is to say, the natural increase in the

price of provisions and the exorbitant charges made through the present state of things have made living more expensive to you?—Yes.

14631. What period are you comparing with the natural rise of provisions in the present charges?—I am speaking from my own experience of five years ago.

14632. What has gone up within the last five years?—Nearly every item. Take beef for instance. When I went to a station about six years ago, we got beef at 6d. and 6½d. per lb.

14633. What station was that?—Ballyvaughan, County Longford.

14634. That was lower than the average price of beef five or six years ago?—That is what I paid then.

14635. Were there many with you in the barracks?—There were fourteen.

14636. Had you a contract?—Yes; we made a contract every year.

14637. Have you a contract now in Galway?—We have no written contract, but we have agreed with a butcher to supply us at so much per lb.

14638. Do you agree by the month or the year?—By the month.

14639. What do you pay now?—8d. per lb.

14640. Would the butcher contract by the year?—I don't say he would, but not at less than that.

14641. Go on with your case now, please?—Then our expenditure in every way has increased.

14642. You spoke about the high prices charged you. The butcher does not appear to be overcharging you?—It is 2d. in the pound more than I paid five years ago.

14643. But I would like to know, are other people in Galway getting meat at 8½d. per lb.?—I believe they are.

14644. Perhaps people from whom you buy fish or turf are overcharging you, but the butcher is not?—He is charging other people as much.

14645. You have spoken generally of the disposition to over-charge. Have you found that in Galway?—I have.

14646. In what items?—Turf and coal.

14647. Not in coal, surely?—We burn very little of it.

14648. The coal merchant is generally a man that is rather high and dry above politics?—Yes.

14649. He is not one of the class that will over-charge a policeman?—I do not mean that the coal merchant charges us on account of the state of feeling that exists, but the article itself has gone up.

14650. Mr. Harrel.—What is coal per ton in Galway?—16s.

14651. Chairman.—Surely, you never got it less than that?—We did, two years ago.

14652. Mr. Harrel.—How much did you pay?—12s. and 14s.

14653. Does not the price of coal change according to the seasons of the year?—It does.

14654. Is it not an article that fluctuates in price in the port of Galway in all years as well as this year?—It is.

14655. That is to say, in fine and favourable weather, when the coal trade is dull in England and Scotland, you get coal at from 12s. to 14s. a ton; and when trade gets brisk in winter, and the difficulty of transit to a place like Galway is greater, it goes up to 16s. and 17s.?—Yes; but it does not bring it as low as a couple of years ago.

14656. Chairman.—You have not pointed out any matters in which the people overcharged you owing to your unpopularity?—If I go into the market to buy turf, and a civilian asks a man the price of his cart of turf, he will say 6s., and after a hard fight the civilian will get it for 5s. or 5s. 6d.; but if I go to him he asks 8s., and no matter what I say he will not give it within 1s. of what the civilian will get it at.

14657. Go on to the next point?—A civilian can buy potatoes at 5d. or 5½d. a stone from any shopkeeper in Galway. We have to pay 6½d. or 7d.

14658. You pointed to the things you have to deal with country people and the small traders for, as those for which you are overcharged?—Yes. Every item in the mass that we have to purchase from the market or the country people we are charged exorbitant prices for. Another item showing the feeling that exists; we have lately to buy straw. Four years ago, if I went to look for straw for our beds, it would be the greatest insult to offer a farmer a price for it. Now there is the greatest difficulty in getting it. In fact, the constable must guarantee that he will patrol the road at night to save the farmer's cart going home, lest his neighbors would know he favoured the police so much.

14659. Mr. Harrel.—The officers in Galway towns flog a good many horses?—They do.

14660. How do they get the forage?—In the market.

14661. Does the same objection exist in the minds of the people?—It does. The mounted man frequently has to get another confidential man to buy.

14662. Has that feeling existed for any time?—It has been on the increase for the past three years.

14663. Chairman.—Even on the increase now?—Not now.

14664. Is it going down now?—I will not say that it is.

14665. Is there any sign of it decreasing?—I do not see that there is.

14666. In some places they told us there was a sign of it decreasing. Go on with your argument?—

If I go into a shop in Galway to purchase a suit of clothes, a civilian of the same standing would get the same suit at 10s. less than I would.

14667. But if you go into a really good house they will not do such an unfair thing as that?—They would say a policeman is well able to pay.

14668. Mr. Harrel.—Is not that really the reason also why in the markets higher prices are demanded from you, the people being under the impression that you are in receipt of good pay, and that you belong to a class able to pay?—I do not believe it is.

14669. But it is so with the shopkeepers?—I believe it is. The large shopkeepers will not lend themselves to the petty prejudices of other people.

14670. But though their motives may be different, the net result is the same, to overcharge you?—It is. I could quote an instance of a very respectable shop in Galway. I went in to purchase a suit of clothes. After a hard fight I got a suit for 3l. 7s. 6d. A young man with whom I was acquainted, and who is employed in the post-office, went into the same shop and purchased a suit off the same piece for 2l. 17s. 6d.

14671. Perhaps he was not as tall as you?—The difference in the cloth would be very little.

14672. What salary has he?—About 11. 4s. a week. I give you that as an instance that occurred within my knowledge.

14673. Does he belong to the town?—He does.

14674. Does he know anything of the young men in the shop?—He does not. In fact the man who sold me the suit has two brothers in the police, and if anything lay in his power, without being unjust to his employer, he would give me as good a bargain as he could. To take another instance, as to messing. About three weeks or a month ago the messman of the station I am in went to the shop of Mr. McNamara, the butcher, with whom we have the agreement for meat at 8d. per lb., to get any piece the messman selects. The constable was with him, and he said to Mrs. McNamara, "I want a leg of mutton for dinner to-morrow." Mrs. McNamara said, "I am sorry I cannot oblige you." He said, "Any of these will do me." "They are all engaged," said she. He could not prevail on her to give it to him, and he was obliged to take some other cut. The constable came back in half-an-hour with a friend of his who was on leave at Salihill. He asked for a leg of mutton. She took down two and gave him his choice.

14675. The constable was with him?—Yes. She weighed the leg of mutton, sold it, and received payment.

14676. How much?—9d. per lb.

14677. But you see she got 9d. from him and 8d. was your contract?—Yes; but she might never see that man again.

14678. Quite so; but she had the bird in the hand, 1d. per lb. more than she would get from you?—But she would rather keep it hanging up there than give it to a policeman at the price. That shows that even if they make an agreement with us they give just what suits them.

14679. Does not that really occur with all who

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have contracts with butchers—they like to catch a little increase of prices from the passers-by and give the ordinary prices to people they are sure of?—They will not disoblige any gentleman who has a contract, but will give him anything he wants.

14680. *Chairman*.—Go on to the next point?—Two years after joining the police—that is, four years ago—I could save 2*l.* a-month without the slightest trouble, by living regularly. I had 2*l.* or 2*l.* 5*s.* to lay by in my box.

14681. Were you a total abstainer then?—No; I do not wish to say I did not drink. Now I would be ashamed to tell you the trifle I can save.

14682. *Mr. Harrel*.—What can you save?—One month with another, I cannot save 1*l.* a-month.

14683. *Chairman*.—At the same time, you are six years in the force and about 25 years of age?—Yes, about that.

14684. Suppose you were an artisan, do you think, at 25 years of age, if you lived as comfortable, as well, as you are doing now, you would be able to lay by as much as that?—I believe I would.

14685. Do you think you would be able to lay by more?—I believe I would, compared with that station in life.

14686. Compared with the constabulary?—Yes. Comparing the class of men in the constabulary with the class of men occupying other positions, I could turn my time to better advantage. I would be quite content now if I could save as much money as I did then.

14687. With what object do you propose to save money? I ask you that, not through curiosity, but in order that I may have a standard to know what your idea of saving is. Is it with a view that you may happen to get married, or when you retire from the force, of having something to add to your pension?—Quite so; taking both views.

14688. Whether you may or may not marry?—If I never marry, it is only reasonable to expect that, once in two or three years, I will be able to see my friends. I must have some little spare cash to stand well. I have scarcely a farthing at my disposal now.

14689. Suppose you were to go at the end of a year when you saved 1*l.* a-month. In the first place, you are saved the expenses of mess and of barrack servant for the month you would be away?—Yes.

14690. That is a small thing, but it would pay your fare to and fro?—It would.

14691. You would have far more than you want to spend in 12*l.*?—I do not know that I would. I feel that I ought to be in a position to have 12*l.* to spend on enjoyment for a month, and to have some little thing to fall back on should anything occur. I may be necessitated to leave the force at any moment, and I ought to have something for a rainy day.

14692. Do you wish to add anything else on the subject of pay?—I have said everything.

14693. What do you say about pension?—We think that we are fairly entitled to the same pension on leaving the service as the men who joined previous to August 1865.

14694. Do you mean by that to an amount equal to what the men who joined before 1865 get now?—Yes, if our present pay was increased.

14695. If your present pay was increased, so that pension calculated, no matter how, on your present pay would bring you up to the actual sum the others enjoy—that is what you want; or, in other words, you want to have pension calculated to make it equal to any pay you might receive now or at any future time?—Yes.

14696. Now state generally the grounds on which you put it?—Because the men who joined previous to 1865 had not to perform at all the amount of hard constant duty that we have to do, and although their pay may have been smaller than ours is now, yet it exhausts all our pay now to enable us to live,

and when leaving the service we look forward to going with very little capital. What have we to live on but our pensions? We are broken down and cannot turn ourselves to anything.

14697. I know that after thirty years' service, or twenty-five, a good deal is taken out of a man; but suppose you got in at 18 and got out at 40, you would not be broken down utterly?—Indeed I would. The amount of duty we are doing now would break down any man unless he were made of iron.

14698. If the heavy duties do not last much longer, and you go back to the quiet times you have had, you will not be more broken down than the old men coming here, who have a good deal in them still?—But then living was very cheap at that time, so that a man was able to save something out of his pay.

14699. *Mr. Harrel*.—But the pay was very low too?—Even so, the prices of provisions have increased.

14700. *Chairman*.—Do you absolutely give up all hope of getting something to do suitable to your years and position as a retired policeman when you retire?—I do. I give up all hope of getting anything, or being those able to fill a situation that would leave me comfortably off.

14701. I do not expect you will be able to make your livelihood then, but that you would get some employment that, with a fair pension, would make you very comfortable?—Not with anything at all like the pension I would be entitled to get under existing rates.

14702. Do you wish to add anything else about pension?—No.

14703. Go to the other matters you wish to bring before us?—The next is a lodging allowance for married men.

14704. What do they pay?—8*s.*, 10*s.*, and 11*l.* a-year, and some of the lodgings at that are very bad indeed. If a respectable person came to the barrack to ask for a married man, I would be nearly ashamed to point out his lodgings. They are obliged to live in bad ways. They cannot get anything like respectable lodgings for the amount they are disposed to pay.

14705. What is the next matter?—Extra pay.

14706. What about extra pay?—The men would feel satisfied if the present rates were made permanent—that is the 3*s.* 6*d.* a-night with the 1*s.* as the temporary increase. They find that 4*s.* 6*d.* a-night is necessary, and they would be satisfied with it.

14707. Do you wish any change at all in reference to the hours?—No; I was not commissioned to say anything on the subject.

14708. Go to the next matter?—The next thing we ask is to be placed on the same footing with the Belfast and Derry men. They draw an allowance of 8*s.* 6*d.* a-month, which they count as boot money.

14709. That is not what it is meant for?—That is what it is looked on as by the force in general.

14710. *Mr. Harrel*.—It is granted by the Act of Parliament on account of the extra cost of living?—We might count it the same, and we perform fully as much duty as the Belfast or Derry men.

There is not a man who does not perform eleven hours' duty out of the twenty-four. He may so-day get off with eight hours and to-morrow do thirteen. The Galway men feel they are as fairly entitled to the extra allowance as the others.

14711. *Chairman*.—At night what sort of duty do you do?—Patrol duty.

14712. Is it in large numbers?—Three, and sometimes two on certain patrols.

14713. Are there watchmen in Galway?—There are three, but they are not recognized by anybody. They are of no use.

14714. *Mr. Harrel*.—Who pays the watchmen?—The Town Commissioners.

14715. *Chairman*.—You say they are really no use?—I know it myself.

14717. How do you know?—Because if there was a row in the street they would run away from it. I have known them to run away.

14718. Go to the next point?—The allowance for the making up of uniforms is not sufficient.

14719. What do you lose on the making up of a tunic and trousers?—I receive 3s. 6d. for the making up of my tunic, and I pay 8s.; I receive 2s. for my trousers, and I pay 3s.

14720. That makes a loss on the tunic and trousers of 3s. 6d.?—Yes.

14721. What is the next matter?—I think that is nearly all I am commissioned to say on financial matters. I do not feel myself justified in saying anything more. There are some matters of discipline I would now like to bring under your notice. First, I have the subject of unfavourable records.

14722. What have you to say as to unfavourable records?—The men feel it very hard that on an unfavourable record, during the early period of a man's service, or at any time after paying a heavy fine, should militate against him all his lifetime, not only during the time of his service, but when he leaves it.

14723. What remedy do you propose?—The men think that a record after two or three years, according to the nature of it, or four years if a bad one, ought to be erased. It ought to be washed out altogether where a man has paid a heavy fine and is debarr'd of promotion or advancement for four years.

14724. Mr. Harrel.—You may say having regard to the seriousness of the offence, but no matter how serious, the men are, generally, of opinion that the unfavourable record should be purged by a certain number of years good service?—Yes.

14725. I mean service without spot afterwards?—Yes.

14726. That is the opinion of the men who have no records, as well as the men who have?—It is.

14727. Have you, yourself, any unfavourable record?—No.

14728. Still that is what you feel?—Yes.

14729. You think it is only fair that those who have not been so prudent as yourself, should look forward to a time when they could get rid of the weight which was cast upon them?—I do. I would not say they should get rid of it at once, but after a certain number of years good service.

14730. From two to four or five years?—I would say five for a serious or bad record; from two to five years, according to the nature of it.

14731. Chairman.—Pass to the next matter?—The men feel that one man ought not to be held responsible for the acts of another, unless he is a party to it.

14732. Unless he participated in the offence?—Yes, except in matters of duty, and then the senior man should be responsible. If men are on duty the senior is responsible in every way for the conduct of the patrol, but not in other matters.

14733. What is the next subject?—The men feel that with any man, no matter what position he holds, whether a sub-constable or a non-commissioned officer, any grade up to the rank of officer—of course, they do not attempt to touch upon that—it should be optional to retire at twenty-five years on the pension to which he would be entitled, and that it should be compulsory for him to retire at thirty years. The younger men feel that many of the good grades and positions are filled by old men who have thirty years' service and who will not leave. The only thing that induces them to stay is to get the length of service in their grade that would entitle them to full pension on retiring. Many of them have the full term and still they hold on. The younger men feel that that is barring their way to advancement.

14734. Are there many men in the town of Galway of over thirty years' service?—I do not know that there are.

14735. But that is the general impression?—That is the general impression. I know in the County Galway a man who has thirty-one or thirty-two years' service.

14736. But not a sub-constable?—No. If that man was gone it might be nearer my turn for advancement.

14737. What is the next subject?—The system of promotion.

14738. What fault do you find with the present system?—Personally, I have none; but the men think there should be some fixed rule for promotion, and that at seven years' service any man with a "clean sheet" should be eligible for promotion and examination, and the examination papers ought to be forwarded to head-quarters; and then, to use their own words, let every herring hang by its own tail. There is an impression among the men that a senior man may be the best qualified and yet, under the present system, a junior gets promotion before him.

14739. Mr. Harrel.—I take it that in suggesting this scheme of examining men after seven years' service the men also desire that some regard ought to be paid to seniority?—Certainly.

14740. How is it suggested that a man should be tested as his knowledge of police duties, and how also would his efficiency as a policeman be tested?—By his officer and the county inspector. Of course, they are the judges. I do not put it forward personally, but I am aware that there is an impression among the men that private influence has a good deal to do with promotion.

14741. Chairman.—Do you mean private influence brought to bear upon the officer by outsiders?—Yes. They feel that private influence can be brought to bear either with the officer recommending a man or the county inspector. At least, it is the impression among the men. I am aware it does not exist, but I could not satisfy them on the point.

14742. Mr. Harrel.—You are an assistant clerk?—I am temporary assistant in the county inspector's office.

14743. Chairman.—Go on, please, to the next point?—That married men be permitted to remain with their families on Sundays when not required for duty, and that they should be at all times permitted to accompany them to Divine Service and exempted from marching with the body of men. They feel it hard to be marching with the body of men and see their wives and families going along the street.

14744. What is the next matter?—They think a constable in charge ought to have authority to grant leave to a well-conducted man for ten hours. At present he can grant four. When duty does not interfere, he ought to have authority to grant ten hours' leave, say once a month.

14745. What is the next point?—The next thing the men feel is that, when lodging allowance is granted, married families should not be permitted to live in barracks at all, except in Government barracks, where they have separate apartments. It is very often a cause of discontent in the barracks to have themselves and their families or servant coming into contact with the barracks servant. It leads to a great deal of unpleasantness.

14746. I want to see what reality there is in this hardship. To what kind of unpleasantness does it lead?—In this way, that very often the messman will have occasion to speak to the barracks servant, to check her for some neglect. The servant, perhaps, of the family in the barracks will take some fire away, and the barracks servant may fail to have dinner ready at the particular hour. When the messman speaks to the barracks servant, she blames the servant of the married family, and that will bring the wife of the constable or head constable down on the messman, and get up annoyance and persecution. She would make complaint to the constable, and the constable—human nature

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would not permit him to do anything else—would come down on the man; so that, if there is a hard patrol or a wet night, the man is sure to get his turn of it. At least, so he will think. On that account the men think the married men's families ought not to be allowed into barracks at all—that they ought to get a lodging allowance, and keep them outside. Those accommodated in barracks are always of the upper grade, so that they would be better able to pay for lodgings than a sub-constable. There is no poorer man out than a married policeman paying 10*l.* a year for his lodgings. If he is ordered on public duty, the first thing he must do is to run to a comrade who has 3*l.* or 4*l.*, to lend him 1*l.* I have known men myself volunteer out of their turn on duty for married men. A man going on a turn of duty has a little more expense than at home. If he could put off the rent of the house, or two or three things, he would not mind; but he must have it on the moment.

14747. Owing to the state of feeling?—Yes. Where a married man might have a couple of months' time, now he cannot. They will not give it to him. The men feel their position at present is of very little worth. I am aware that several

young men, of from four to six and seven years' standing, have their minds made up to turn their head to something else. They asked me to lay this before you—not to hold it out as an idle threat. You will not take it in that light, for it is a fact that they have their minds made up to leave the service.

14748. You believe they will leave the force?—I know their feeling, and many of them have their minds made up to leave the service. Those are men who have not a scratch against them, and no one would regret them more than their authorities. The county inspector knows them to be staunch, respectable men.

14749. The men of six and seven years' service?—Yes; the men of my own standing.

14750. Mr. Harvel.—Have you anything else to mention?—With regard to the wives of our men, many of them are dressmakers and milliners, and, if allowed to pursue their calling, they could assist their husbands.

14751. Provided they do not keep shops?—Certainly; or engage in anything that would bring them into contact with the public.

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14752. *Chairman.*—You are sub-inspector, stationed in Limerick?—Yes.

14753. How long have you been stationed there?—More than three years and a-half.

14754. And you were there all the time when the late disturbance threw extra work on the police?—Yes.

14755. We have had some evidence given before us by the representatives of the men in Limerick, chiefly of the trouble, work, and danger which the late state of things has thrown upon them. Is it your experience that the late occurrences in Limerick increased their responsibility to any large extent?—It is.

14756. And increased the number of hours on beat?—Yes; and increased the number on beat; because where it was safe to send one man on beat heretofore, we cannot send less than two now, even in the daytime. I look upon one man as worse than useless; for this reason, that if he attempts to do his duty separating disorderly people he is attacked and maltreated, and the prisoner is probably rescued.

14757. Therefore, it has become necessary to increase the number of men on each beat?—Yes; and considerably so on night beats.

14758. Do you call the night beats so properly?—We call them now night beats when in town. Patrol goes into the country. It is a distinction in name, nothing more.

14759. Has the patrol duty in Limerick, and so far as you know in large towns, approached more of late years to the nature of beat duty than before; is it heavier than it was before?—It is heavier in Limerick; I do not know about other large towns.

14760. Describe the extent to which the patrol duty is heavier in Limerick than it was?—There are six stations in Limerick, and when I went there, three and a-half years ago, it was sufficient to send out two men from some of them. From William Street and Clare Street three generally went out. Now we cannot send less than five; and up to a few weeks ago we could not send less than ten from those stations.

14761. You have now an extra force in Limerick?—Yes.

14762. The ordinary force is eighty men and two head constables?—Yes.

14763. And your present force is 130?—Yes; fifty additional men. There are none at present, there being some belonging to the rural district.

14764. What are they doing?—Principally protection duty.

14765. Before you got this increased force in Limerick was there an amount of patrol duty to be done at night that largely increased the amount of night work to be done by each man, as compared with the state of things previous to that?—Yes.

14766. With the increased number of men you have got in Limerick has there still fallen on each man a larger amount of patrol duty than fell upon each in quiet times in Limerick?—I think not, since the number of men increased.

14767. And so relieving the pressure on the individual?—Yes. If there is any increase it is a very slight one, where patrols have to be out longer than usual.

14768. In that way you have managed to diminish the pressure on the individual by increasing the number of men?—Yes.

14769. Have you got assistance from any local force?—There is a night watch, but they are of no assistance. I never knew them to assist in the preservation of the peace, or to assist the police in any way.

14770. I believe their duty is to keep up certain beats in the city?—Really, I do not know what their duty is. They generally parade the street singly, and call out the hours, and occasionally they have arrested a drunken woman; but as to giving any assistance in the preservation of the peace, I have never known them to do so. In fact, when there is a disturbance they get away out of the street as quickly as they can.

14771. Is that the result of your own observation, or what you were informed?—It is my own observation when I was out, and I have been frequently told so by the men. Some people are under the impression that the city of Limerick is under their protection, and that they do all the work in the preservation of the peace and the protection of property. It is not the fact; but I do not want to detract from them.

14772. You do not mean to detract from their character; for the purpose of watching property and houses they may be very useful?—They may.

14773. *Mr. Harrel*.—Have they the city divided into beats for the purpose of examining houses at night?—Yes.

14774. And do they discharge the duty of protecting property?—I think if they found places insecurely fastened they would alarm the inmates.

14775. *Chairman*.—But you are aware, in addition to that duty, they are also expected to discharge the duty of peace officers, and arrest drunken persons or offenders against the law?—I believe they should do it.

14776. Is it that portion of their duty you say they do not discharge?—Except arresting drunken women. As far as I understand, they leave their barracks or watch-house about dusk or later on, and they are told off on different beats to parade the city. I have frequently seen them examining houses and calling out the hours. I have never seen them do anything more.

14777. Nothing more than that?—No.

14778. Are you familiar with the proceedings in the police court?—Yes.

14779. Do they frequently bring up cases for prosecution there?—The watchmen sometimes bring up a drunken prostitute. I never saw them bring up any one else that I can recollect.

14780. Your men go out on patrol, and so far discharge the duties of police officers?—Yes.

14781. Do they bring up men for crimes committed at night?—Frequently.

14782. Do they bring up a different class of criminals?—They bring up every class.

14783. But suppose you go down for a few mornings to the Magistrates' Court in Limerick, would you find any difference between the class of offenders brought up by the constables and by the watchmen—in fact, would you find a difference pointing to a difference in the kind of duty they actually did?—In those brought up by the watchmen there is an entire absence of male offenders; but the constabulary have both male and female, and a different class of offenders, including burglars, disorderly people, and vagrants.

14784. Then you would say for such criminals as burglars, disorderly people, and vagrants, the night watchmen do not seem to be effective as peace officers?—Quite ineffective.

14785. Have you had in your capacity of peace officer in Limerick any experience of any particular case showing the operation of the double system of constable and night watch for the purpose of the preservation of the peace?—One night the watchmen were proceeding, twenty of them or more, and there were three policemen on night beat at the opposite side of the street. Parties were jeering at the watchmen, and the police, seeing the disorderly conduct, crossed over to ascertain what the meaning of it was. As soon as they did they were attacked by one of the party, who ran against a policeman, battered him, and knocked him down. The police ran after the fellow, and arrested him. They were attacked by a dense crowd, with most serious results, but the watchmen never gave the slightest assistance. Two of the men were so badly injured they were laid up for three months, and one of them is still disabled.

14786. *Mr. Harrel*.—How long ago was this?—Four months.

14787. You say there were twenty watchmen together?—A large number. They were just after starting for their watch, and had not separated.

14788. *Chairman*.—Did they see this attack made on the police?—They must have.

14789. How many watchmen are there in Limerick?—There are about thirty.

14790. Would you say that the state of the streets at night, owing to the inefficiency you have described, has been the cause of causing additional trouble or duty on the police?—Yes; but I do not think the watchmen would be able to cope with it.

14791. Why do you not think the watchmen would

be able to cope with it?—Because they would not be in sufficient numbers. Watchmen going about singly would not be able to keep the district in proper order.

14792. The watchmen, you told us, are on beats?—Yes.

14793. Surely you have not more than thirty men on beat at any particular time?—Not together, nor at any time.

14794. If that be so, it is not actually the want of numbers in the watch that prevents their being able to cope with disorder?—If they went about in threes or fours they would be more useful. It is the manner in which the duty is discharged. I would rather have twenty policemen than thirty watchmen.

14795. How do you account, then, for the thirty watchmen not being in your opinion equally efficient as twenty policemen for the discharge of the duty?—In the first place, the want of training and want of discipline, and, besides, many of them are feeble old men, quite incapable of combating disorder.

14796. *Mr. Harrel*.—As a matter of fact, at the present moment is the preservation of the peace of the city of Limerick during the night not actually in the hands of the police patrols?—As a matter of fact, it is.

14797. Then except for the mere purpose of examining houses, and doing that sort of duty, the watch are rendering little service at the present moment?—Very little, so far as I can judge from my experience.

14798. *Chairman*.—You said that the police were virtually doing beat duty at night in the city of Limerick?—They are.

14799. That is to say, they are doing a class of patrol duty which, in its severity and responsibility, is quite equal to beat duty?—It is just the same, although performed at night instead of the day.

14800. When a policeman goes out on beat duty in Dublin or London, it is his duty to see that all the doors are closed, and to do these very things for the preservation of property that the watch does in Limerick. Can a policeman do that on patrol?—Yes; but he cannot do it as closely as watchmen, who go from house to house. If a policeman sees premises insecure he is bound to acquaint the owner.

14801. He cannot do it with the same accuracy on patrol duty as if on beat duty?—He cannot.

14802. Therefore patrol duty, no matter how carried on, would hardly be adequate to the protection of property?—Except the men were specially instructed to do that, but they could not perambulate as many streets as at present.

14803. In point of fact, if you did that, it would be necessary to have regular beat duty?—Yes; or five men, two of them going about examining the doors.

14804. *Mr. Harrel*.—During the day time the city of Limerick is divided into regular beats?—Yes.

14805. How many beats?—Sixteen in the city. We lessened the beats lately.

14806. These beats are moderately small?—They are a fair size.

14807. A man could go round each one of them in fifteen or twenty minutes?—Not through all the streets, lanes, and bye-ways.

14808. But the principal places?—Yes. There are some beats he could not go round in that time, say half-an-hour.

14809. At what time does the regular beat duty begin in the morning?—Immediately after parade—8 o'clock in summer and 10 in winter.

14810. At what time does the regular beat duty terminate?—A little after dusk now.

14811. In the day time you put one man on a beat at a time?—Indeed, since the disposition to attack the police arose, one man is within 30 yards of another, at opposite sides of the street.

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14812. Then there are virtually two men on each beat?—Yes. That has not always been the case, only since the disturbance.

14813. And you do not anticipate that it will continue to be the case?—I hope not; but there is no sign of amendment. No later than last night I heard there was an attack on the police. They were stoned and arrested a prisoner.

14814. It really is regarded as more serious than the facts detailed appear to bear out?—Yes.

14815. The disposition is to exaggerate anything that occurs in a place like Limerick?—Indeed, the reporters do not err on the other side. There is a great deal of exaggeration.

14816. The night duty is done by patrols of from five to ten men?—Yes.

14817. Do you not think that after a little time, if the system of regular beats during the night were also pursued, say by double beats, as night duty is generally performed in places where serious responsibility to the police is anticipated, it would tend to a better state of things than exists at present under the imperfect watch that you have described, and the police patrols?—It would take too many men.

14818. But granted you had the number of men?—If there was a perfect system of night duty all over the city, it would have a better effect. In most places it would not be safe to have even two men by themselves at night.

14819. To fill sixteen beats by four reliefs in the way the Irish Constabulary do it in large towns, for instance, Belfast and Derry, it would take thirty-two men on the town from 6 o'clock in the evening to 6 o'clock in the morning; and relieving the constabulary by four reliefs in the twenty-four hours in Belfast and Derry, it would give six men to each beat. That would take ninety-six men to perform beat duty, night and day, on sixteen beats?—Yes.

14820. To carry out that system, then, you would not want so very much larger a force than the force you have at present in Limerick?—I do not know.

14821. Suppose that force was sufficient, and that ninety-six men filled the beats day and night?—Then they could perform no other duty.

14822. They could perform light duties?—Yes. With the present force, each man is, on an average, absent eleven hours on duty. The whole strength of the city force is 145 men, including 45 extra men, who must be deducted as not performing the ordinary duty.

14823. They are on exceptional duty?—Yes. That leaves ninety-seven for ordinary duty.

14824. The exempted men include barrack orderlies, and men on duty of that sort?—They include men at the depot, and in other countries, sick or on leave, detectives, messmen, clerks, and storekeepers, and mounted men.

14825. Supposing the ninety-seven men were sufficient, your net force would pretty well discharge all that duty?—All that beat duty.

14826. During what time is the nature of the duty in Limerick such as to make it unsafe to be performed by two men?—From about dusk until 12 o'clock or so; until after the public-houses are closed out. That is the worst time.

14827. After all, it is only during that period that exceptional arrangements are necessary in the shape of a larger force of men?—Yes; when it takes more than two men.

14828. You do not apprehend that this state of things will continue for an indefinite period in the city of Limerick?—Not for an indefinite period.

14829. I take it you look forward hopefully to a strong hand putting down this state of rosyism?—Certainly.

14830. I take it that the police arrest offenders, and they are very summarily dealt with. Is there any source or cause of irritation, or anything you could suggest as a police officer, to account for this state of things, and how it can be put an end to in

order to decrease the labours of the force, and bring the strength of the force into a position relative to the strength of other forces in the south of Ireland?—The state of the city is improved, compared to what it was some months ago, since the extra force came into it. I attribute that decrease of crime to the men being sufficiently strong to put it down.

14831. Is this a temporary business, or is there anything abnormal in the condition of the people of Limerick which makes it require a larger proportion of police than any other town in the south of Ireland?—I do not think it has a larger force in proportion to the number of inhabitants. Clonmel with 10,000 inhabitants has fifty police, and Limerick, with four times the population, has only eighty as the original strength. By that proportion, Limerick ought to have 200. I look on it that Limerick is "underpoliced."

14832. To describe Limerick as a place in which two policemen cannot safely make an arrest at night, shows an unsatisfactory state of things?—I cannot account for it. It is the spirit of the people.

14833. Has punishment no effect on them in this way?—According to the amount of punishment, and sometimes the amount is uncertain.

14834. Otherwise?—Are half the men in Limerick married?—About one-third.

14835. Are there many of them accommodated in barracks?—No, very few. The barracks do not admit of accommodation.

14836. The others, then, have to take lodgings or houses outside?—They have at their own expense.

14837. Have you any idea what they pay?—I have, because I have inquired into it. They pay from 4s. to 5s. a week, and that for very inferior accommodation. In fact, I would like to see them in a better position, and better localities, but they cannot afford it.

14838. The policemen living in barracks are generally of the higher grades?—Not necessarily. If there is room, a married sub-constable might be accommodated in barracks.

14839. I am not asking you to compare a policeman in barracks with a policeman out of barracks; but turning your attention to a married man living in barracks, is he pretty well able to support himself on his pay?—I do not think he is. I do not think he can feed himself and his family and clothe them in a suitable manner.

14840. Even if living in barracks?—Yes; I have closely watched them, and I do not think they could possibly do it.

14841. Turning your attention to those men living out of barracks, their case must be still harder?—It is harder in proportion to whatever rent they pay.

14842. Is the young policeman who is not married able to support himself on his pay?—The young man is, in my opinion, better off than others.

14843. Has the young man enough, at 52s. a year, to live on his pay?—Just enough.

14844. Then the position of the unmarried men, as their pay increases, is better?—Their expenses generally increase as they go on.

14845. Even if they do not marry?—I think they live better. Every man wishes to be able to go home for a month in the year, and they look to having something for that purpose.

14846. According to you, they consider they have a right to expect an opportunity of saving so much?—Something for a reserve. As it is, the young men have to put everything from hand to mouth.

14847. At 52s. a year?—Yes. They have no reserve.

14848. Have the men in Limerick to do much public duty, or duty outside their own district, for which they would be entitled to night allowance?—They have had frequently; but not of late.

14849. When you said the man of 52s. a year was bound to spend everything for his subsistence, and had

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no great prospect of saving anything, do you mean that in consequence of the expenditure lately put upon him by these public duties, and the small allowance he could get, his money has been run away with?—I mean independent of the extra expense he would be put to on detachment duty.

14850. Not taking his ordinary condition, 52l. a-year goes in his maintenance?—I believe so.

14851. Would you say that was peculiar to Limerick?—I believe it is the case everywhere, as far as I know.

14852. Would you say Limerick was a dear place to live in?—I believe all large towns are a little dearer than smaller towns. It is a little dear in some things.

14853. There are two subjects the men have spoken a good deal about to us, namely, pay and pension. Which do you think is the more important subject in the mind of the men from what you know?—In fact, both subjects are occupying the men a good deal; but the men who joined under the 1866 Act had very much about their pension being smaller than that of those who joined before them. The question of pay and pension is very prominent with the whole of them, particularly as they get on in the force.

14854. You are aware there is a rule that compels a married man to live within 440 yards of his barracks?—Yes.

14855. Do they find it easy to get suitable accom-

modation within 440 yards of the barracks?—Generally they do. I never heard any complaints of it. I do not think that rule presses heavily on the men, and it would not be prudent to have them farther away from barracks. A quarter of a mile is a pretty long way.

14856. If a barracks is situated in a respectable locality, do you not think that attaching a man to that station, and obliging him to find a house within a quarter of a mile, sometimes leads to his being put to additional expense?—I am sure it would; but in that case a man generally knows before he comes to the station whether he can suit himself with lodgings, and if he does not, I never knew any difficulty in his getting removed. However, there is no question but it may compel him to occupy more expensive quarters.

14857. Many of the men ask leave to go into public-houses. What do you think of that?—I am very much averse to it.

14858. When off duty?—When off duty. In Limerick and other large towns it is very difficult to keep them out of public-houses, especially those that are grocers' shops as well.

14859. And if you brought them up for it, they would say they went in for the purpose of buying groceries?—Yes. Every public-house is a combined shop, which is not the case in other places.

[The Committee adjourned to next day.]

THIRTY-FIRST DAY.—17TH OCTOBER, 1882.

Present:

MR. R. O'SHAUGHNESSY, M.P., MR. R. W. A. HOLMES, and MR. D. HARRIS, R.M.

Colonel ROBERT BRUCE, Inspector-General of the Royal Irish Constabulary, excused.

14860. Chairman.—You are Inspector-General of the Royal Irish Constabulary?—Yes.

14861. How long have you held that position?—Since the 12th May, 1882.

14862. You were previously second in command?—Yes, I was Deputy Inspector-General.

14863. How long did you hold that position?—From the 1st January, 1877.

14864. In discharging the duties of that position, did any particular branch of the administration of the force fall to you?—Discipline, as a rule.

14865. Was it in the course of your office to inspect the force through the country in that capacity?—Yes, to do my share of it.

14866. Previously to holding that office, you had been Chief Constable of an English force?—I was nine years Chief Constable of Leicestershire.

14867. And you had been previously in the army?—Yes.

14868. Outside the grievance as to pay and pension which the men have dwelt on before us, they have mentioned a variety of matters coming more under your cognisance with reference to promotion and discipline, so that we are anxious to have your opinion, and your examination will be directed more or less to those matters. Some of the men have sought on behalf of their fellows for the right of promotion to all vacancies in the post of sub-

inspector, others to half the vacancies, and others to three-fourths of them. Be kind enough to tell us what your view on that subject is.—My view is that the present proportion, which I believe is one to four, promoted from the ranks, is quite sufficient. I should be sorry to see an increase of it, because I consider what I shall call the cadet officer is altogether a more suitable officer for the force than the promoted man.

14869. They have relied in the course of their evidence on behalf of this claim on the fact that English forces are, as a rule, according to their allegation, officered by men holding the position analogous to sub-inspector who have been chosen from the ranks. Tell us your views on that argument.—It is rather difficult to say what rank in the English police would rank with sub-inspector in the Irish Constabulary. I do not think you could say the superintendent in the English police ranks with him; but the Deputy Chief Constable or Assistant Chief Constable would more coincide with the rank of sub-inspector, and as regards those ranks they are very frequently men chosen from the army or navy. There is a strong feeling in a great many counties in England as regards the superintendents, that they would be better taken from the gentleman class than promoted men, and in many cases it is done. As a rule, however, the

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superintendents in England, who have charge of districts in a county, are men promoted from the ranks of the force.

14870. Will you be kind enough to compare for us the duties of the superintendent and the duties of sub-inspector, with a view of enabling us to see how far there is an analogy between the two posts?—To a great extent the duties are the same; but there are duties attaching to the superintendent in England which do not devolve on the sub-inspector here; for instance, they are inspectors of nuisances, and inspectors under the Cattle Diseases Act. Like the sub-inspector, they have to attend the Petty Sessions; but in a force scattered over the country, for the most part in units, and doing duty merely as beat constables, their duties are very different to those of officers in a force which, for the most part, performs duty under arms, and frequently in very large numbers.

14871. Are we to gather that you rely, as a material difference, on the fact that the Irish force is an armed force doing duty in masses, and therefore doing duty which involves greater responsibility on those who supervise it?—Perhaps so, and also that a sub-inspector in this country would not undertake the duty that a superintendent, raised from the ranks, does in England, such as inspector of nuisances. I would rather, however, not go into details, but say that the organisation of the Irish police force is so different, it requires a different class of officers to the English police; and even in any large county in England I should very much rather have some of the superintendents taken from the gentleman class.

14872. *Mr. Holmes*.—From a higher social rank?—Yes; and several Chief Constables in large counties thought the same with me, and made efforts in that direction. I think as regards this force that, although the officers promoted from the ranks are estimable men, if there were a larger proportion, the prize would not be so great as at present. The standard of intelligence is very considerably raised in the men promoted by the example of the more intelligent, and the more highly educated young officers with whom they are associated. We are at present getting officers of very superior education.

14873. No doubt, contact with these officers very much tends to raise the position of the force generally?—I believe the men generally are more satisfied serving under a chief officer than under a promoted officer.

14874. *Mr. Harrel*.—And as regards the class you are at present obtaining in the force as *cadets*, nothing could be finer?—Exceedingly good; nothing could be finer.

14875. *Chairman*.—You can add, if you choose, that the discipline is worked more generously?—Yes, that is my opinion; and also it is an important point that I believe they are preferred by the magistrates.

14876. Then, further, on the subject of promotion, the men complain that there are great differences of practice between the county inspectors of various counties as regards promotion, from the rank of sub-constable up. They also complain that the method of examination conducted nominally by the county inspector, but in most cases really by his clerk, is uncertain and unequal, and sometimes there are insinuations that it is unfair. Would you be kind enough to say whether you think there is any possibility, and how, of removing the present inequalities which prevail in promotion in different counties?—No. I think in all services, as in the army in different regiments, there must be different rules of promotion, and in different counties there will always be different speed. I should be very glad if I could, to adopt some course by which in a county where promotion was slow, I could transfer men to another county where promotion was quick, but any step in that direction was always opposed

very much, not only by the officers, but by the men.

14877. And also that the character of promotion may change at any moment by the death or removal of the county inspector, and the introduction of another?—I think it is more the case of the counties, and not the county inspectors that makes the great difference in promotion.

14878. I am bound to tell you that they point to this, that in one county it is customary to promote men of three and four years' service; and in another it is customary to promote men of sixteen or seventeen years' service. That is the inequality of which they complain, and it is for that mainly they seek a remedy?—I think the men are under a mistake there. I do not think there is any promotion at three or four years' service. Five is the average minimum; but I do not say there are not a few promoted at three and four years' service.

14879. They complain of the great variance between the average minimum of five, and the maximum of fourteen, fifteen, and sixteen, and it has been suggested that save in certain exceptional cases not to be left in the discretion of the county inspector, there should be a period of service under which, as a rule, no man should be promoted. This service has been put down sometimes at seven, and sometimes at nine years, by different witnesses. Do you think that if a certain discretion were reserved in cases of extreme merit brought under your notice to give promotion, and that no promotion, except in extreme cases, should take place before a certain period of service, say nine years, or any time you like, such a method would work well?—Yes. I think it would. I do not know about fixing nine as the service, I think about seven years. The county inspectors should be told, except in very special cases, not to recommend men until after, say, seven years' service. I think something of the kind would be advisable.

14880. *Mr. Harrel*.—With regard to the examination conducted by the county inspector when he is arranging his list for promotion, it is stated that in some counties the examination is a difficult one, and practically excludes any man except a man of considerable ability, while in other counties it is a very small test indeed, and puts very moderate, or nearly stupid men, on the same level with the intelligent; and it is suggested that some idea should be given to the county inspectors of what yourself and the other officers at head-quarters think would be a fair test for a man before being placed on the promotion list?—I think such a thing is quite feasible, and perhaps would make a more uniform system; but I should say I know of no examination for promotion to the rank of acting constable. I have always looked upon it that the officer promotes to that rank from his personal knowledge of the man, and that he would not promote the man unless he knew him to be good in police duties, and able to write a fair report, which he must be able to judge of in various ways, for instance, when the man is doing statistical duties.

14881. But although that might be the opinion of the sub-inspector, the county inspector has to be satisfied, and that is by examination?—The county inspector has an opportunity of seeing the men at inspections, and it is his duty, as laid down in the code, to examine every man in the sub-inspector's list for promotion at his inspections. It might be well to lay down some rules to secure uniformity, if there is any feeling on the subject.

14882. There is. It is suggested by some of the men that promotion should go generally in the service, and not by counties, and that the literary part of the examination should be conducted by some person from head-quarters—one of the clerks, or any other competent person—who would go down and examine the men that come within the terms decided on for promotion at the head-quarters of counties once a year?—I do not think that would

be practicable. We must rely upon the recommendations of the local officers, who know their men.

14882. It was only as regards the written part of the examination that that suggestion was made; but the more moderate, or, at any rate, the greater number of men, think that if specimen papers were sent in different to the papers actually used, that to indicate the nature of the examination, that that would be sufficient?—Yes.

14883. As regards promotion by the select list, some suggestions have been made. One or two witnesses were in favour of the method as it stands at present, but the great majority of the men examined, including many young men of very short service, are of opinion that the principle of men competing for the select list at present does some injustice. It is suggested that at present a man of any service in the force, provided he is two years in charge of a station in the rank of constable, or three years in the rank of constable not being in charge of a station, can compete for the select list, irrespective of the number of years he may have been in the service. In certain counties, where men attain promotion to the rank of constable at an early period of service, if the individual apply himself to compete for the select list, it is possible he may attain to the rank of head constable at eight, or nine, or ten years' service. It is considered by the majority of the witnesses that that service is too short for a man to be in the responsible position of head constable, and that some limitation should be placed, not only on the number of years he would be in the rank of constable, but also on the number he would be in the service, and it is suggested that he should attain a service of fourteen to sixteen years before he could compete for the select list. You are aware that the only other exception at present made is in the case of the county inspector's clerks?—I believe the instances of men attaining the rank on the select list earlier than fourteen years' service are very rare, and I hardly think it would be fair that because a man got promotion to the rank of constable quickly he should be deferred from the rank of head constable.

14885. Of course, if you make a rule that county inspectors are not to promote a man until after seven years' service, the idea of the restriction would come into this?—Yes, and say seven years, you could not have a head constable until he had nine years' service.

14886. He must be a year as acting constable and two years a constable, so that, at the least, it would be ten years' service?—Yes.

14887. *Chairman*.—The mounted force complain of the slowness of promotion. They suggest, as a means of hastening promotion, an increase in the number of acting constables, and they also suggest that the vacant head constableship of the mounted force should be filled. Will you be kind enough to give us your opinion?—The number of acting constables in the mounted force was very lately increased. I do not know whether the men are aware of that.

14888. How lately?—It was early in this year.

14889. The men mentioned that there was an increase of seventeen?—The 10th March, 1882, was the date of the circular increasing the number of acting constables.

14890. In addition to the increase there made they suggest a further increase. Is such a thing practicable or desirable?—It is practicable. At present the number of acting constables in the mounted force is, I believe, quite on a par with the proportion of acting constables in the regular force.

14891. Is it your experience that promotion is really slower in the mounted force than in the regular force?—It is.

14892. Do you think it desirable that it should be brought up to an equality with it?—I do not know

how it is to be done. If a mounted man wants promotion, he is at all times able to make an application to go into the infantry, and take his chances there of promotion.

14893. Then you suggest if they want promotion they ought to go, when they are young and fit for the change, into the infantry?—I think that might be done. At the same time I am bound to say that once a man is made a mounted man, it is a great pity to lose him in the mounted force, because it is rather difficult to get the class of man required. If there was any possibility of increasing the rate of promotion, I should be very glad to do it.

14894. By means of increasing the number of acting constables, or otherwise?—It would be increasing the charge upon the country, you know.

14895. No doubt; but is there any other way you would suggest of doing it?—No; I have not a suggestion to make.

14896. Mr. Harrel.—At the present moment promotion in the mounted force is in the whole service all over the country, not by counties?—Yes.

14897. It is mainly by seniority, as most of them come up to the standard?—Yes.

14898. And they have as large a proportion to their numbers of acting constables and constables as the rest of the force?—I believe so. I am not at all prepared to say that with certainty, but I believe they have.

14899. So promotion by seniority, which is sought for by the men generally, results in the slowest rate of promotion?—Yes.

14900. Complaints are also made—not by the mounted men themselves, but by the infantry men—of the practice of dismounting constables at 45 years of age, and the infantry men say that interferes with their promotion?—If that were discontinued, promotion in the mounted force would stick altogether.

14901. *Chairman*.—Why has not the vacant head constableship in the mounted force been filled?—I think we shall be able to get a suitable man directly. I am looking for a suitable man to fill it, and it will be filled as soon as possible.

14902. The men complain that the practice is to transfer them on marriage to very remote parts of the country from the district where their marriage took place; and they desire to be transferred within a narrower limit, say either to a remote part of the county or to some adjoining county, care being taken that they are not sent too near the place where their wives' relatives or friends are living. Would it be possible to modify the practice of the force in this respect?—The practice, as far as sub-constables are concerned, is to send them as short a distance as possible, and the same applies to constables, but you cannot carry it out to the same extent without turning out another constable, which would be unjust. As regards sub-constables, no difficulty arises, and they ought not to be transferred to a great distance. My wish is to transfer them as short a distance as possible to get them away from their connections.

14903. The men seek an increased allowance for fuel and light, and in the majority of cases they appear to found their demand on the idea that they are entitled to be supplied with fuel as well for cooking purposes as guard-room purposes?—I do not think they have any claim to be supplied with fuel for cooking. I think if the public supplied them with sufficient fuel to keep one fire in the barrack for public purposes in the day-room, that ought to be sufficient.

14904. Passing from the question of right or policy as to whether they are entitled to get cooking fuel from public sources, there is another aspect of the claim, that is, that in certain cases the allowance is not enough for the guard-room. The allowance varies, as you are aware, in summer and winter?—Yes.

14905. They do not keep the allowance of fuel

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apart from the cooking fuel, the two are mixed together; and their theory is that making allowance for the exchanges in fuel between the guard-room and the kitchen, the guard-room has got more on the whole than the money furnished by Government would supply. You are aware that the allowance is different for summer and winter—11s. and 12s. for the summer, and 14s. or 15s. for winter, according to the barracks. Do you think the difference between summer and winter in these cases is right; would you subtract from either or add to either?—I am hardly prepared to say that. I have never had a complaint on the subject, to my knowledge.

14906. You are aware that you possess a power under the regulations of increasing the allowance?—Yes.

14907. Have you been called upon to exercise that power?—I have not, since my time. I cannot say whether my predecessor had; but an application has not come under my notice.

14908. That shows there is a way of meeting it which has not been used. The claim would come through the sub-inspector and county inspector?—Yes.

14909. The next point is a desire on the part of the men to be permitted when not on duty to go into public-houses. I am bound to say they put it this way, not as a general thing, or as a habit, but to be permitted to go into a public-house when a friend comes to the town where they are stationed, or on an occasion of that kind. They say the regulation is habitually violated. May I ask whether any departure from the regulation would be advisable?—I really do not think any relaxation of the rule would be desirable. If a man has a relative coming to town, he must get special leave from his sub-inspector, if possible; and if not, from his constable. To that extent he should get special leave; but if there was general leave that men might go to public-houses when off duty, it would be very prejudicial to discipline.

14910. The married men complain very much that by the present rule they are obliged to reside within 440 yards of the barracks. They say that in many places this is used as a means of extortion by persons having lodgings or small houses to let within that radius. Do you think it would be desirable to leave a considerable discretion to the officer in charge of the district to extend the 440 yards, so as to save the men from the chances of this extortion?—I think it might be done in this way, that where the sub-inspector is satisfied lodgings cannot be got within the 440 yards, he could increase the limit to half a mile.

14911. There is also a rule of which the men complain, namely, that restraining them from going beyond a quarter of a mile from barracks. Would it be advisable to give them further latitude?—I have not the least objection to extending it to a mile; and I believe the rule has been very much relaxed in practice.

14912. The men quibble about the relaxation in practice, but they say that occasionally the rule in its strictness is made use of for purposes of petty malice?—Yes; it is better to have it laid down.

14913. You would not at all approve of the time of absence being extended beyond two hours?—If a man wants a longer time, he can get leave from his constable for four hours.

14914. They ask that the constable be allowed to give leave for eight hours, instead of four, as at present?—That I do not object to, provided it does not extend beyond roll-call, and that such relaxation be suspended at times when it appears advisable to the sub-inspector to do so.

14915. They also ask that roll-call should be uniformly at 10 o'clock in winter and summer?—That also, I think, might be granted.

14916. *Mr. Harrel*.—As regards parade in the morning, at present it is at 9 o'clock in summer and at 10 in winter. Would there be any objection to a

uniform hour for parade in the morning too?—I do not think that the general wish?

14917. It is pretty generally asked for?—My idea of the service is, that the men are rather too late getting up in the morning. I think it is very bad in towns to see a barracks shut and all the shutters up when the people are moving about. I am not inclined to leave them longer in bed in the morning, if that would be the effect.

14918. The parade hours, then, should stay where they are?—Yes; 9 in the morning in summer and 10 in winter. I do not see why it should not be 9 o'clock all the year round.

14919. *Chairman*.—The men seek a modification of the rule which excludes children aged over 14 from barracks at night. They say that according to their experience, as a rule, they have found no danger to girls from being in barracks with the young constables; and that, on the other hand, there is considerable danger to girls at 14½ years of age if you send them to sleep in a strange house at night. Do you think the rule is susceptible of any modification?—I think, perhaps, it might be further extended to 16 years in the case of girls, provided they have a mother living in charge of the family.

14920. I am bound to say, too, that their application applies to boys as well as girls, because they read it to some extent on the expense which is thrown on the parent?—I would allow the extension to boys and girls, but in the case of a girl that it should only be extended if she has a mother living in the barracks.

14921. Many of the men ask that service on the reserve should be limited?—Any application from an individual to be placed in the general force would have consideration, and if there were special circumstances and good cause shown it would be granted. That is what I think would be best. I do not think it would be well to make a strict limit. Some men might wish to remain on the reserve. It is generally left to the discretion of the Commandant.

14922. *Mr. Harrel*.—Service lately on the reserve has been very severe?—Yes, and made it unpopular. Previously, men used to like duty on the reserve.

14923. That is a good many years ago?—When I came to the force. It is only since the disturbed state of the country arose they have been knocking about.

14924. They complain that not only are their duties more severe as they are moved from county to county, but also their prospects of promotion are interfered with by their being on the reserve?—I do not say they are to some extent. I have no doubt they are in the present circumstances, where the reserve are knocked about from county to county.

14925. *Chairman*.—They say that their promotion is peculiarly uncertain, on account of their changes from county to county, and as account of the want of interest on the part of the county inspectors in them, inasmuch as they are nobody's children in fact?—Yes; I think it is better than a limit that each one should be favourably considered when a man can show he is knocked about.

14926. Is not that done at present?—Yes.

14927. Although it is done at present, it seems to leave a large amount of complaint. Might it be possible to lay down a rule not saying that every man should go out at a certain period but that no man should remain any longer than that against his will?—That might do. It is rather difficult to touch on the reserve, there are so many restrictions by law about it.

14928. *Mr. Harrel*.—And there are certain reasons at present why nothing could be immediately done?—Nothing could be immediately done in the matter.

14929. But in the course of a little time you might be able to relieve the reserve?—Exactly; allow them to go after a certain service.

14930. *Chairman*.—They object to their habit—that it often falls off when they are taking a prisoner?

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—That is because the helmets are not well fitted. They should not take a helmet that does not come well down over the head and fit over the ears. The helmet is as good a one as they can have, but many men get it to fit like a fudge cap. I was speaking to a county inspector the other day who said he never had a more comfortable head-dress. The metropolitan police have these helmets. We can lack better to the fitting in the next issue.

14931. They also complain that the forage cap gives no protection from sun or rain, for want of a peak—It does not; I do not know any forage cap that would. The peak would be very awkward; the make of the forage cap at present is to pack up.

14932. Are they able to pack up the present one?—They can put it on their pack.

14933. They ask that officers acting as Judges on Courts of Inquiry should be sworn. They do not ask this from any doubt of the honor of the officers, but apparently with a view of impressing them with greater responsibility?—I have always thought the officers should be sworn. It is a subject that was mooted before. There was some objection raised, but what I have not been able to find out. If no objection is raised, I think it would be very desirable.

14934. The men have an impression that it is a rule at these inquiries that the word of a superior is always to be believed in preference to the word of a subordinate. I presume there can be no foundation for that?—Not the least; certainly not at headquarters; and I do not believe that the greater number of witnesses would at all effect the officers on a Court of Inquiry.

14935. The men have also complained that the mode in which the special resident magistrates discharge their duty, and in particular as to patrol and other duties, is calculated to interfere with discipline, and to make men uncertain as to the authority they are really under. May I ask what is your experience on that subject?—I have always considered that the large powers given to the special resident magistrates, and even extending now to the ordinary resident magistrates, over the police as regards patrolling, and generally as regards the movements of the police, have a very detrimental effect upon the discipline, inasmuch as the men now do not know when to look to as their superior officers. That is a fact. They do not know whether their superior officers are the resident magistrates and the special resident magistrates, or their sub-inspector and county inspector. I think this system has caused a great deal of dissatisfaction among the men, and consequently a great deal of indiscipline, and to myself I found it very embarrassing.

14936. Evidence has been given to us that in certain districts a rigid rule of six hours on patrol under all circumstances has been enforced by the special resident magistrates, and some complaint has been made as to the hard and fast nature of that rule?—I quite agree that a hard and fast rule on the subject is irritating and unnecessary. In my opinion it ought to be left to the sub-inspector and county inspector to arrange between them when a relaxation might be made.

14937. It appears to be founded on the idea that the duty was neglected before this regulation was introduced by the special resident magistrates?—I cannot say if it was founded on that idea. Wherever on inspections we found the duty neglected, we always called the attention of the officers to it.

14938. Do you know whether, before this rule was introduced, the average patrol duty was three hours in the twenty-four?—I would say three and four; but in disturbed places it would often extend to seven and eight.

14939. Before this rule was introduced?—Yes, on occasions.

14940. Mr. Harrel.—It is said that if a man has been out and performed, under the present regula-

tion, six hours on patrol, and that if his services were required afterwards to meet some contingency of duty, such as where an outrage was committed, he would not be as zealous in going out to perform his duty as he would were the patrol left more at discretion, and as the circumstances of the time demanded?—That is so; I have recommended that almost in the same words. Moreover, men do not like being ordered about by persons who are not their own officers.

14941. Chalmers.—The men are very anxious to be allowed to fish when they have leisure time, and the regulation at present, which is very often evaded as well as we can make out, is rather rigid against it. Would it be possible to reduce theory and practice to something more of uniformity?—Where the sub-inspector knew it would not interfere with the wishes of the proprietor in the neighbourhood, leave might be given to a man to fish, if he gets leave for four or eight hours from his constable, but I would not give a man general leave to fish.

14942. During the two hours?—Yes; the two hours' voluntary absence.

14943. At stations that are on the sea-coast, or on the boundaries of rivers where there are no proprietary rights to be interfered with, a little more latitude would be allowed?—Indeed, I think so; I know it is allowed in places where they go and fish on the rocks whenever they like. It is not looked upon as invading any proprietary rights. That is the great object of the order when men are not allowed to shoot or fish, because in many parts of the country, if men went out fishing, they would be complained of occasionally. It should be left to the discretion of the sub-inspector where they can do it without giving offence.

14944. Mr. Harrel.—It is suggested, in the case of married men, who have not permission to sleep out of barracks, that, in the event of their wives or any member of their family being taken suddenly ill (the constable having no power to give them permission to sleep out or stay out after roll-call under any circumstances) there should be a relaxation of the rule?—I think the rule must be left as it stands.

14945. But, at the same time, I take it that, under exceptional circumstances, such as sickness, illness, no constable would be found fault with if he did give permission?—Certainly not; so long as he had sufficient men to keep the barracks safe.

14946. As to the number of men permitted to sleep out of barracks, the number now is set in five; do you think the number could be increased in any way?—It is a subject I should like to consider before I give an answer. It is one that often arises. We are asked to make special exceptions, and when the special exception is recommended by the local officers it is rarely refused.

14947. The next subject is rather a large one, namely, unfavourable records. The men complain, in the first place, of the effect that unfavourable records received during their service have on their pension. They say that by those records the punishment attached to the offences committed by them is doubled and trebled, and sometimes increased to an extent, from a money point of view, not originally contemplated. That a man, fined 11. at an early period of service, may, if he lives to retire on pension, have his pension reduced by 11. or 30s., and that if he had a pension fifteen or twenty years, he loses 151. or 201.; and in addition to that, if he should happen to die in the service, the gratuity to his widow and children is diminished. First of all, what idea have you as to the effect of unfavourable records on pension?—I have always myself looked upon it that the reduction of pension, owing to the number of records against a man, was not an increase to the punishment he received, but that a pension should be dealt out as a reward for good service, and the man who had rendered best service to his

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country, and kept free from offences, more especially drunkenness, all his career, should receive a much better pension at the end of it than a man who had five or six records of drunkenness against him, and thereby injured his efficiency. At the same time, I know there is a very strong feeling about eliminating records as regards pension, and I am quite prepared to consider the matter in that way as far as possible. But that has been always my impression, and that is the custom in the police force in which I was before, that at the end of a man's service his offences were taken specially into consideration as regards what pension he should receive.

14948. *Chairman*.—One of the witnesses here, Colonel Cobbe, an Inspector in England, pointed out that, as you say, the present rule is that these records do affect pension, but that a Bill has been introduced under which virtually unfavourable records would cease to affect pensions in England?—Then I say, when it does so, it should do so here, to make the thing fair.

14949. *Mr. Harrel*.—The next point of view is the effect unfavourable records have on a man's promotion. It is suggested by the men that after a certain period of good service and freedom from complaint the effect of a record should be completely wiped out, in fact, that the record should be expunged for all purposes of promotion after a certain period of time had elapsed. The periods of time are variously stated by the men, some say two years and others as much as five years, but they all concur in thinking that where a man has received a second record before the first one was purged, a very much longer period ought to be added for the second, and I think the general consensus of opinion on the subject amongst the men would go to say that a record should be expunged at the expiration of two years from the time of the commission of the offence, but if before the two years had elapsed the man committed another offence, for which he obtained a record, that then a period of five years should elapse from the date of the second record before he was purged from the two?—My opinion is that records of a serious nature should stand all through a man's service, but need not be taken into consideration in his promotion after a certain number of years.

14950. *Chairman*.—To this extent the men thoroughly agree with you. They say that no matter how long after a record has been obtained, where it becomes a question of competition or comparison between a man who had a record and a man who had not, the man who had not a record should be preferred?—Yes; other things being equal.

14951. Suppose a man gets two unfavourable records for drunkenness, you would be quite willing that after a certain time these should be blotted out?—I was putting that as a case that might be. At the same time I am not quite willing to obliterate any of the records, because it has always been my feeling that the records should remain.

14952. Where there were one or two offences not followed by any others, you do not think it would be a great departure from your principle if the records following such offences were obliterated?—Yes; for all county purposes, but not head-quarter's purposes.

14953. But you would not find that a great departure from your principle?—I think not.

14954. But you say that if that man, after those two records, subsequently broke out again, and showed a disposition to a confirmed habit, in such case the record should be permanent as regards promotion?—I think something like that, so that, if a man is guilty of three or four, or five offences, they should remain permanently against him. I am speaking chiefly of drunkenness. I have heretofore considered that all records ought to be preserved, but I cannot see that there would be any difficulty, if a man was guilty of only one or two offences, to obliterate those records after a certain time, but if he was guilty of a larger number, showing a pro-

pensity to habits either of insubordination or drunkenness, they should remain, for the information of his superiors in dealing with him in the future.

14955. *Mr. Harrel*.—Could you give us any idea, then, in the event of your suggestion on this point being carried into practice, as to how the present condition of the men as regards their records would be dealt with in the future?—Where a man was guilty of only one or two offences, they might be wiped out after the period that might be decided upon, but in the case of men who have many, they should remain.

14956. The next point is punishment. The power to fine is now in the hands of the Inspector-General up to a fine of 5*l*. That is rarely exercised?—Hardly ever.

14957. It is always a merciful alternative to dismissal?—Yes, and I do not think it has been exercised more than once in my experience; I could not name any instance of it.

14958. Would you say, then, that if it is not put into practice, that it might be possible to reduce it?—I see no objection to reducing that maximum to 4*l*.

14959. Then on the same scale, I suppose the ordinary fines at present would be somewhat reduced if the maximum were reduced from 5*l* to 4*l*. Would you be disposed to think that the scale might be lowered?—There is a danger in saying anything about this. I can at any time make a scale of punishment within the 5*l*. I think the scale we have acted upon with 5*l* as a maximum might be reduced.

14960. Relatively?—Relatively.

14961. *Chairman*.—It is hardly a matter of discipline, but still it is a matter which affects other important issues ruled before us, namely, the quality of recruits you have been getting. We have had very contradictory evidence. Many of the men say the quality is bad; others say it is as good as it was. The officers rather tend to say it is quite as good as it was; may I ask your experience?—My experience is this, that within the last month I have seen some 1,000 or 1,100 of the recruits in plain clothes, and I consider them fairly up to the average. We have somewhat reduced the standard of height, but they are still stout and strong able men. I can quite understand the idea in the country that they are not quite so good as they used to be, because we have been obliged to send them out into the country unmade, not as highly-disciplined and trained as we have done in former years.

14962. May I ask whether, from your own experience and inquiries among your subordinates, you think the men are of as good a class, and as intelligent, and as capable, as their predecessors?—Quite so.

14963. A suggestion has been made by one constable that plain clothes should be allowed to be worn when men are off duty, and it was to some extent grounded on this, not so much the convenience of the men as that, if it became customary for constables, as they do in England, to wear their plain clothes when off duty, then a constable doing duty in plain clothes would be less an object of curiosity, and more likely to get information, than at present?—I do not believe that at all. I believe a man in uniform is quite as likely to get information; in either case, he will be known as a policeman. I object to men going in plain clothes except on the occasions they get leave from their constables. I am quite sure that this would not be much acted upon, because the men do not wish to wear out their clothes.

14964. There is a great complaint of the delay in the issue of clothing, and that it has resulted in great expense to the men?—I can account for it by the failure of the contractors.

14965. The men complain of the bad quality of the

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new jacket?—I am told on inspection that the first issue of jackets was very bad, but that the second was satisfactory.

14960. The head constables claim to be paid for doing sub-inspector's work when they have done it for any considerable time, say, at the expiration of thirty days?—At the expiration of thirty days sub-inspectors doing duty as county inspectors are allowed 4s. a day, and I therefore think that a head constable doing a sub-inspector's duty in the same way is entitled to a proportionate allowance.

14961. The men complain that the rule compelling them to visit circumjacent stations is hard when the circumjacent stations are at a great distance?—I am quite prepared to look into that and to relieve them from any hardship.

14962. Mr. Harrel.—Evidence was given in one case in which a circumjacent station was 17 miles. That involved the marching or driving 34 miles for the purpose of the visit?—Yes, but there would not be much hardship in driving.

14963. The witness said he had to pay?—That ought not to be, certainly.

14970. Chairman.—They say that men coming off leave should be allowed to remain away up to roll-call?—I am quite willing that they should.

14971. They say that the stoppage of their pay after ninety days' sickness comes upon them when they must require it, in consequence of the length of their sickness, and when they are either recovering or hopelessly sick, and that if a man wanted to mangle during the three months he could do it, but when a man is really sick he wants all he can have?—That system of stoppage was against my wish. I consider that if the men are placed under stoppages for sickness, the stoppage should commence after the first day, and any attempt to make a stoppage later causes an immense deal of trouble and a great deal of injustice and hardship.

14972. Mr. Holmes.—In the Lancashire police force what was the rule adopted?—In Lancashire there was 1s. a day stopped from the commencement unless a man was sick from injury on duty.

14973. Chairman.—May I ask whether, since you became Inspector-General, or since you joined, there has been much malingering going on?—No; I do not think there has; but still there might be such not discovered or brought to my notice.

14974. Mr. Holmes.—Do you think the rule is a wholesome one?—I think the rule of some stoppage is a wholesome one.

14975. Mr. Harrel.—The duty in the sub-district must be done by some one, and it is the interest of the men to prevent malingering?—Yes.

14976. Chairman.—Then there is less danger where there are four or five constables in a station than there would be in England?—Certainly; than where a man is living in a country cottage by himself.

14977. Mr. Harrel.—The men say that when going on duty out of their district, which will probably accommodate an absence of five or six days, they could carry everything sufficient for their purpose in their haversack?—Yes.

14978. And that therefore the valise or pack is not necessary. Do you think a man can take his brushes, and a pair of boots, and so on?—The haversack is only given them for carrying their food, and perhaps a brush for one day's work. I think that is a matter which ought to be left to the discretion of the officer.

14979. But you would never think of doing away

with the valise and pack altogether?—Certainly not, they might have to go out for a month.

14980. Chairman.—A very large number of the men say it is desirable that their wives should be allowed to work at certain callings, such as dress-making. They do not want that they should work at any calling that would bring them much into contact with the public?—I do not think there is any objection to women making dresses, as long as they do not turn the barracks into a shop for the public to frequent.

14981. Would you give as large a latitude to women living out of barracks?—Yes, certainly.

14982. Some men have asked that the hour for the barracks orderly to dress should be changed from 6 to 7 o'clock?—I think the barracks orderly ought to be up at 6. I would ask him to dress at 6, but not with sword and belt until 8, and keep in that dress from 8 to 6 in the evening. That would be about the time when the public would be coming to the station on business.

14983. Many of them object to wearing the sword when doing duty as barracks orderly. They say it is very tiresome to wear it continuously for a number of hours?—I would take off two hours at each end. The present regulation is to wear it from the time they get up till roll-call, from 6 to 10. Let them wear it from 8 to 6. That would be really four hours off.

14984. Mr. Harrel.—It is complained by some of the men that unfavourable records are occasionally received for an offence known as unsatisfactory evidence before a Court of Inquiry, and that unfavourable record is received without trial, and that, in fact, it arises upon a file concerning a charge against another man?—Yes.

14985. Have unfavourable records been recently given for this offence?—No. I always thought it was an unfair thing, as long as I was in charge of discipline, to record a man on that; but if I saw there was reason to believe, and that the court, in their report of the evidence, said there was reason to believe, a man gave unsatisfactory evidence, I ordered that man to be cautioned without a record. He would be cautioned that if it was repeated in future the file would be referred to, but I never gave him the record.

14986. As a matter of experience at the present time, all fines imposed at head-quarters are recorded?—Yes.

14987. And, be the offence a very serious one, or only a moderately serious one, a record is a record. There is no distinction as to the value of the record?—My system in dealing with that has always been that when I thought the offence was not sufficiently grave to be dealt with by the Inspector-General, I sent it back to the county inspector to deal with himself, in which case it would be only half a record, or perhaps no record at all.

14988. Do you think now that the system of county inspectors' fines as half records might be done away with without prejudice to the discipline of the service and the power of the county inspectors, seeing the serious results of those records?—Sometimes county inspectors' fines go up to 10s; that may be considered as half a record.

14989. Do you think that a larger discrimination might be exercised in awarding punishments at head-quarters in the way of occasionally fining, and directing that the fine should not be recorded?—I think there might.

14990. Then the record would become a more serious matter than at present, and looked upon as such?—Yes.

[The Committee adjourned to next day.]

THIRTY-SECOND DAY.—18TH OCTOBER, 1882.

Present :

MR. R. O'SHAUGHNESSY, M.P., MR. R. W. A. HOLMES, and MR. D. HARREL, R.M.

Acting Inspector PERCIVAL HUGHES, Dublin Metropolitan Police, B Division, examined.

Acting
Inspector
P. Hughes.
—
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14991. *Chairman*.—What position do you hold in the Dublin metropolitan police?—I am acting inspector.

14992. How long have you been in the force?—Fifteen years last day; say fifteen and a-half years to the present.

14993. The first rank which a man obtains on entering your force is that of fourth-grade constable?—Yes.

14994. *Mr. Holmes*.—He is a supernumerary first?—Yes, in the depot.

14995. *Chairman*.—When leaving the position of supernumerary in the depot, and becoming a fourth-class constable, how long do you remain a fourth-class constable, and on what principle are you raised to a third-class constable?—The average time is about one year. Some time ago the men were promoted by seniority, but latterly it is by competition, subject to character.

14996. Do you say the average time under both systems was about one year?—Yes.

14997. How long does a man remain in the position of a third-class constable, as a rule?—On an average five and a-half years.

14998. Is the promotion from that class by competition or seniority?—By competition latterly, subject to character, of course.

14999. How long does a man remain in the second class?—On an average two years.

15000. How is that?—By the same principle.

15001. And how long does he remain a first-class constable?—It may be as long as he is in the service, or he may happen to be promoted.

15002. What proportion of men who reach the position of first-class constable never rise beyond it?—That is a difficult question to answer.

15003. How many have you in the force at present?—The strength of the first-class constables is 263.

15004. How many of those will become acting sergeants in the natural course of things?—I would say more than twenty might never become acting sergeants, inasmuch as promotions are also made from second-rate constables. In fact, the majority of the promotions are from second-rate constables.

15005. They are so taken from the second-rate constables without passing them through the rank of first-rate constables?—Yes. There is a separate examination for first-rate, same as other grades.

15006. Do they ever promote third-rate constables to be acting sergeants?—A few, but very few, have been so promoted.

15007. Then the great majority are promoted from the second- and first-rate constables?—The majority is from the second.

15008. What is the present strength of the second-rate constables?—119.

15009. Out of that number how many do you think will attain the position of acting sergeant?—To give a guess, I would say that half of them might.

15009*. Out of the 119 and 263 men who now form the first- and second-rate constables, how many will rise to the position of acting sergeant?—About eighty men might.

15010. *Mr. Holmes*.—That is something more than 25 per cent. of the total?—Yes, of the total of those comprising the two rates referred to.

15011. Of the entire number of constables of the fourth class, what proportion would you say never rose beyond the rank of first-rate constable? The entire number is 385 constables?—On an average there are 14 to 18—I might average it at 16—acting sergeants promoted yearly, or less.

15012. At what service on the average?—Eight and a-half years.

15013. Speaking roughly, do you think that more than 80 per cent. ever rise beyond the rank of constables?—I would not say so many.

15014. *Mr. Harrel*.—About 85 per cent.?—Less. You might put it down at 15 per cent.

15015. *Mr. Holmes*.—It is not 20 per cent.?—No.

15016. Then I may assume that at any rate 85 per cent. of the entire force of constables can never rise beyond the rank of first-grade constables?—Yes.

15017. *Chairman*.—Of the men who become acting sergeants, the majority go further and become sergeants?—The majority do.

15018. It is truly by any means considered a temporary or probationary rank?—No, it is permanent when they get it.

15019. In the constabulary the rank of acting constable is probationary or temporary?—I do not know.

15020. Of the acting sergeants, how many are likely to become sergeants?—I would say about half of them. It is considered nearly the one rank to go from the one to the other, but latterly the step is gained by competition, subject to character.

15021. Of those who become sergeants, how many become inspectors?—Promotion to inspector is very rare.

15022. I see at one particular time mentioned in the Return before me there were 68 sergeants and 38 acting inspectors?—Yes, that is some time ago. There are now 73 sergeants, 51 acting inspectors, and 26 inspectors.

15023. If that be so, a considerable number of acting inspectors become inspectors?—Any acting inspector of common intelligence may aspire to the rank of inspector, but the step is gained by examination, subject to character and medical certificate as to physical fitness.

15024. *Mr. Harrel*.—At what period on the average does a man, from the time of entering the service, attain the grade of first-class constable.—Eight and a-half years.

15025. How long, as a rule, do they remain from the time of their joining the force as recruits until they go on the street and perform duty?—The average time in the depot used to be six months. Latterly we have had to take them out after two months.

15026. Do they go accompanied by another constable?—Yes, sometimes. There is always an experienced sergeant or acting sergeant sent with them, or they are kept near the station-house.

15027. *Chairman*.—I believe the single men of your force live in barracks?—Yes, the whole of them, except a few who are permitted to reside with their parents.

15028. Do any of the married men live in barracks?—No. We have, I think, three men provided with lodgings on police premises; but they have rank and do not mix with the men.

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15029. Do the married acting sergeants live in barracks?—No. No married men live in barracks.

15030. They got accommodation out of barracks, as a rule?—They have to provide their own lodgings.

15031. You mean to say they provide themselves with lodgings out of barracks?—Yes.

15032. Is there any allowance made to them for that purpose?—No.

15033. Do you know the average amount they pay?—A constable is obliged to have respectable lodgings. That necessitates his getting two rooms, which cost, on an average, from 7s. to 10s. a-week, or we might average it, say, at 8s. 6d.

15034. Is there any restriction on marriage in your force?—Yes. They have to serve five years.

15035. At that period of service what would he pay?—It would be 25s. a-week if the constable attained third rate.

15036. When he married first and had no children, or only one child, would he require two rooms, or would he have two rooms as a matter of practice?—He would require a room to cook in and a room to sleep in. The lodgings are visited periodically, and would not otherwise be considered suitable.

15037. Is it your evidence, then, that a man at the beginning of his married life, with no children, would have to pay 7s. 4d. a-week?—He would, on an average, have to pay 8s. 6d.

15038. Would you say it would be 8s. 6d. a-week for a man beginning?—Yes, on an average. A man requires two rooms even if he had only himself and his wife.

15039. Confining your attention for a moment to the men newly married after five years' service, do you think that they pay at the commencement of their married life, in the sixth year of their service in the police, as much as 8s. 6d. a-week for their lodgings?—Certainly. When the Inspector visited the lodgings, if he found them living in one apartment he would report "insufficient accommodation."

15040. Mr. Holmes.—Then it would come to this, that any man who married when a third-grade constable would have no more than 17s. 6d. to 18s. a-week to live on after paying for his lodgings?—That is all, and he would have to pay for coal, &c., out of that sum.

15041. Chairman.—Do the men get married, as a rule, at five years' service?—Not as a rule. I may tell you I am a single man myself.

15042. At what service do they generally get married?—Men who have an intention of getting married marry when the five years are up. Some of them are waiting and counting the time.

15043. What proportion of married men are there in your force?—There are 382 married men, and 744 single at present.

15044. Do many men wait to be ten and eleven years in the force and then marry?—Yes, and even longer.

15045. Do you think half the married men in the force wait until they have ten years' service?—No. One-fourth of them do, but certainly not more. Three-fourths of them marry at five years' service, or a little over it.

15046. Is there any deduction made for the pay of the single men in respect of lodgings?—Yes, 1s. 2d. a-week, or 3d. 6s. 10d. a-year.

15047. Does that cover only lodging in barracks or anything else?—Lodging and fuel.

15048. When you talk of covering lodging and fuel, do you mean the fuel for cooking, or all the fuel used in the barracks—namely, the guard-room fuel?—I do not really know. It is often alleged that what they pay for the coal supplies the whole Department. But I could not give it as evidence that the money deducted from the constables for that purpose purchases as much as supplies the Department.

15049. Mr. Harrel.—But that is without allowing anything for the expense of rent of barracks or furniture?—No. We have to pay for our own stables in barracks.

15050. You say it is alleged that the amount de-

ducted from the constables for accommodation covers the whole expense of the coal supplied?—Yes, to the Department.

15051. To the barracks?—Yes, and to the police courts, in fact, to the whole Police Department.

15052. Is the 1s. 2d. divided? It is.

15053. How?—There is 8d. for lodgings, and 6d. for coal.

15054. One line is for the barrack and bedding?—Yes.

15055. And the other for the coal?—Yes. The 6d. is for the coal and the 8d. for the lodgings.

15056. Do they supply for the 6d. as much as is required for each barrack, or is the quantity limited?—The quantity is limited, and it often occurs that it is inadequate.

15057. Who pays for the deficiency, suppose the allowance given is not enough?—I have known instances of the men paying for the deficiency; but as a rule, if they apply to the Secretary and say the allowance is inadequate, he may give one or two in addition, which is sometimes done in severe weather.

15058. Chairman.—Be kind enough to describe the daily duties of a constable in your force?—Yes.

15059. I believe your force is divided into six ordinary divisions, and a detective division, called the G Division?—Yes.

15060. The number of men in the various divisions varies; there are different numbers of men in each division, some more and some less?—In the A Division, of officers and men there are 209; in the B, 219; in the C, 188; in the D, 196; in the E, 140; in the F, 159; and in the G, 44. These numbers should make 1,145, including superintendents.

15061. The city of Dublin and the surrounding district is divided into regions, over which these various divisions are spread?—Yes. Each division is under the immediate command of a superintendent.

15062. There are six divisions?—Yes. The G has no territory; the duties of the detectives extend over the entire area.

15063. The metropolitan district includes the townships round the city?—Yes, Drumcondra and Glasnevin, the village of Chapelizod, Rathfarnham, Rathgar, Penrath, Kingstown, Booterstown, Willemstown, Blackrock, Monkstown, and Dalkey, as far as the railway-station. It also takes in all Killybeg Hill.

15064. How many men are engaged in the city proper, leaving out Rathfarnham?—There are the men of the A, B, C, and a portion of the D Divisions; about two-thirds of the D Division.

15065. Would you say that the kind of duty done by the men in the city is very much the same as regards hardship, and hours, and responsibility as the duty done by the men in places like Booterstown, Blackrock, and so on?—The duty in the city is more severe than upon the men in the out-stations. The out-stations of course are more severe in the winter-time, the city being, more or less, a shelter in severe or hard weather.

15066. As far as the hours of duty go, they are the same?—Yes.

15067. But owing to the good air of the country and the better class of people in the thinly-inhabited places, the duties are substantially lighter than in the city?—They do not have so many prisoners. In the summer it is considered desirable to go out, but in the winter the duties are very severe.

15068. Be kind enough to describe the day's work of a policeman?—Yes. I hand in a paper showing the day's work of a metropolitan policeman performed by constables on ordinary occasions.

15069. Suppose you describe the day's duty of one constable?—On day duty the time a constable is actually employed in the streets and patrolling for duty is nine and a-half hours the one day and eight and a-half hours the next.

15070. Mr. Harrel.—At what hours would the duty begin and terminate?—The first turn is from 6 A.M. to 9 A.M.

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15071. That does not include the time of parading?—No. The same man goes on duty again at 3 o'clock p.m. and remains on till 9 p.m.; that is, nine hours. In addition to that, he is fifteen minutes in the station before being marched off. That makes half-an-hour, or nine and a-half hours a-day.

15072. Then it is from the station they go to their beats?—Yes.

15073. In the case of a married man who lives a little distance from the station-house, you add something to that period?—Yes.

15074. Now state the shorter period?—The man goes on duty at 9 a.m., and remains on till 3 p.m. He goes on duty that evening, and remains on from 7 p.m. to 9 p.m. There is a double relief out. That is eight hours, and then parading half-an-hour, that makes eight and a-half. So there is an average of nine hours' duty daily that a man is actually on his feet, irrespective of preparing for duty, and proceeding and returning from their respective stations and lodgings.

15075. That is in the case of a married man?—Yes; and the men in the Castle barracks, for instance, have to go to College Street station. Very few of them live in the station-house. The station-house and barracks are different in some cases.

15076. In nearly all cases except the few instances in which they live in the station-house you must add something more?—I would add two hours to the day duty. That would be eleven hours.

15077. They go from the barracks to the station-house?—Yes; they are not paraded till they go to the station.

15078. Do they not all go together?—No, they march separately, as they live, but on night duty they are marched home by an officer.

15079. That counts for the duty from 6 o'clock in the morning to 9 at night?—Yes.

15080. You said there was a second relief from 7 to 9?—Yes, in the evening the double relief is out. All day duty men are out from 7 to 9 in the evening, because that is the time it is considered necessary to have most men in the street.

15081. The men from 5 to 9 o'clock, and the men from 7 to 9 o'clock give the whole number of the day men in the street?—Yes.

15082. Do they go in pairs on the beats at the time or singly?—They are never doubled in the day-time.

15083. But from 7 to 9 do they go together, or are the beats smaller?—When a district is dangerous they are doubled. It is according to the locality. For instance, on the coal quay it would be considered unsafe at night for a man to go by himself. But until lately they were all single night and day until the time there was a marked hostility shown towards the police.

15084. I am talking about the double beats?—The Table I have given will make it clear.

15085. The next is from 9 o'clock at night to 6 in the morning?—The first relief of the night duty go out at 9 o'clock and remain out till 3 a.m. That is six hours or six and a-quarter the men are on their feet. The second relief go out at 10-30 and remain out till 6. That is seven and a-half hours they are on the street and seven and three-quarter hours on their feet. The same observation applies as in the case of the others. I would say about an hour additional preparing to go and returning from the station.

15086. From 9 o'clock to half-past 10 there would appear to be a smaller number of men on duty?—There is a smaller number out.

15087. Is it found by experience that, during the time before the closing of the public-houses, such a large number would not be required on the street?—It is arranged as best could be. The men are brought out half-an-hour before the closing of the public-houses to leave them on the street at the most necessary time. If it were not for that they could be left in till 12 o'clock and kept out till 6 o'clock.

15088. How long do the men continue on night duty at a time?—They take it each alternate month.

15089. Do the men who go out at 6 in the morning

go out every day?—They perform eight and a-half hours one day and nine and a-half the next.

15090. In fact, the night duty men overlap each other?—From half-past ten to 3 the full complement are out. When constables are scarce on night duty they are often called upon to perform nine hours each night. I had to do it myself for a month on the Chapelwood or Dog House Road in wintry weather from 9 to 6, and any one who got a trial of it would know what the Dublin police have to do for nine hours each night.

15091. This applies to a constable who is in charge of a beat.

15092. The divisions are divided into sections?—Yes.

15093. How many sections are there in a division?—It is divided first into two and three sub-divisions, and there are two, three, and four sections as a rule in each sub-division.

15094. There are about eight sections, then, in a division?—Yes.

15095. How many beats would there be in a section?—Three and four beats, and perhaps five.

15096. Who supervises the section?—The inspector is responsible for a sub-division, the sergeant for each section, and the constable under him in that section for the beat.

15097. Then there are two inspectors in each division, and an inspector has four sections?—There are two attached to most sub-divisions, who take up duty alternately.

15098. On an average how long does it take a man to go round his beat?—I have been on beats you could do in fifteen minutes, and others would take three hours according to the district.

15099. Mr. Holmes.—I suppose in the rural parts the beats are very long?—Yes. I had to go from the Kingsbridge to the Brickeen School and back to Kingsbridge again. When a recruit in Bridewell Lane I had a nice little beat round the station; I used to do it in fifteen minutes.

15100. Mr. Harrel.—In the city beats would be, I suppose, twenty-five minutes to half-an-hour?—You might do it in half-an-hour. The sergeant can tell to the minute from the beat-book where to find his constable if he is correct; whether he was behind a house or in front of it. Even at the most peaceable times in Dublin a constable seldom performs a tour of duty without running the risk of having to arrest one or more prisoners whom he must prosecute at the police-court, in addition to performing his ordinary tour of duty, if off duty when so prosecuting.

15101. When he arrests a prisoner where does he take him?—To the station.

15102. He has to prosecute the prisoner next day?—Yes. He has to march his prisoner to the police-court, remain till the magistrate is ready, see that the fine is paid, and do his regular duty besides.

15103. That adds considerably to the number of hours on the average?—A man stopping out till 6 in the morning in the city rarely escapes having to take up a drunken woman. He need not care to go to bed then, as he would be called at 8 o'clock.

15104. What time are the night cases disposed of?—The magistrates generally arrive at 10-40 a.m.

15105. Does he dispose of night cases first?—No, by divisions.

15106. Do the men know to some extent when their cases will come on, or are they obliged to be there at the sitting of the Court?—He must march the prisoners to the police-court, put them into the cell till the magistrate comes and keeping them there, and then taking them to the clerk's office to see the fine paid, or leaving them with the gaoler; because if a prisoner escapes the constable is punished.

15107. Mr. Holmes.—On an average how long is a man detained in the police-court?—Two hours. When they summons a man they are warned to be there at 1 o'clock, and perhaps it is 3 o'clock before the case may be heard. In the event of a fire breaking out, or other emergency arising, all the men off duty in barracks are turned out if required, or as many as are

required. This is the scale of duty on ordinary occasions: I am not referring to the times of disturbance or political excitement. Here is another point, too, that I would wish to advance. Constables on duty in rough parts of the city invariably meet with hostility. They are often assaulted, and not infrequently with fatal results. I could enumerate many instances. There is one matter to be kept in view, as I said before, that no matter how long a constable is on duty he is always on his feet.

15108. How many times on an average does the sergeant visit the men on beat?—The time for visiting the men on beat by the sergeant is not defined. He must at least visit him every two hours, and he is responsible for his sobriety and correctness, and for any disorder that may arise on the beat, as well as the constable. He must be at the station-house to see the men assemble, and remain until all are gone, to see that they come off duty sober and correct. He must next fill his "state," that is a document in which every man is accounted for, and make a report of all occurrences brought under his notice. I am dealing now with sergeants and acting sergeants. They must enter in the public-house book all cases made by them of breaches of the licensing laws during their tour of duty, and attend at the police-court to prosecute, in addition to their regular tour. They are also responsible for the good order of their section, and for the suppression of all irregularities that may arise in public-houses, beer-houses, and unlicensed houses. If a constable returns a complaint, the sergeant must examine it and see if it is well-founded in accordance with law, and he initials it.

15109. In what form is the complaint presented?—On a tabulated slip.

15110. Is that filled after the man returns to his station?—Yes.

15111. Does he take any memorandum of it at the time?—Yes. Every man in the street must carry a memorandum-book and pencil.

15112. Is that an official memorandum-book?—It is. If necessary he must produce the original before the Court.

15113. Is it his private one?—It is his private book.

15114. If an arrest is made by a constable, is it necessary that the sergeant who supervises his beat should stand before the magistrate as well as the constable, to take charge of the case?—It is not; but the officer on duty at the station, the inspector or acting inspector, attends if the case assumes a feature of importance, and if there is any point that may arise requiring the sergeant's evidence, he must be there. If not, the magistrate would adjourn the case, and send for him.

15115. But if the case is of an ordinary character the constable who arrests conducts the charge?—Yes.

15116. Is there a station-house in each division?—There are two in some, and in others three.

15117. Do you mean at which prisoners are received and charged?—Yes.

15118. Take the case of a constable arresting a drunken person on some ordinary charge, tell me what takes place?—In the first place, a constable on the street observes a man is drunk; he arrests him. If the man is quiet he takes him quietly along to the station. It is seldom they are quiet, and a crowd invariably collects inclined more or less to obstruct the constable. At night it is always a difficult thing to take a prisoner to the station. As a rule, a constable in arresting a prisoner is often badly treated. I have myself, in arresting a prisoner, been struck across the nose with a loaded whip, and my nose left open. When in the station he brings the prisoner up to the inspector's or acting inspector's half-door, the entrance to his office. He states the prisoner was drunk, or drunk and disorderly, as the case may be, or that he has committed an assault. Then he gets the name, age, residence, and occupation of the prisoner, and if his previous character is known, it is entered on the charge-sheet, and also whether the prisoner can read or write. All this is entered in a charge-sheet, a block, and then in a book—three places. The prisoner is searched and handed over to the gaoler, and the constable signs the charge.

15119. Do you mean a policeman deputised to act as gaoler?—Yes, a constable in charge of the cells. The charge-sheets are all sent next day, and put before the magistrate, and the office sergeant enters them in the book in rotation. The constable brings his prisoner and puts him in the cell. When the magistrate comes into Court the constables are sworn in two or three batches. The constable will be called to put up such a one. He puts the prisoner into the dock, and gives his evidence, and the magistrate adjudicates on it. The constable must keep his ears open if he has two or three prisoners until he prosecutes them all. He must then bring them down, and if they are fined take them to the clerk's office, as he is responsible if the fine is not paid. If not he must leave them with the constable in charge of the cells until a commitment is made out, and they are sent to gaol.

15120. Mr. Harrel.—Then the constable who arrests the prisoner makes the charge and brings him into Court; except during the short interval that elapses from the time he leaves the prisoner at the station-house until he comes there again for him in the morning, he is responsible in every way, and must have his prisoner in custody until he either pays the fine or he hands him over to the gaoler?—Yes, but he is not responsible from the time he hands him to the man at the station until he takes him next day. Then he is responsible till the magistrate deals with him, and until he either pays the fine, is committed to prison, or discharged by the magistrate.

15121. He is responsible all the time except whilst at the station?—Yes.

Head Constable JOHN BOOLEY, continued.

15122. Chairman.—You are a head constable?—Yes, that is my rank.

15123. And you hold the position of teacher at the depot?—Yes. They call me police instructor and schoolmaster.

15124. How long have you been in the force?—33 years 9 months.

15125. At what age did you enter?—29.

15126. Have you been on active duty outside the depot lately?—I was twenty-nine years and seven months on active duty all the time. I spent nine years in Belfast, eighteen in Galway, and during six years I was moving about the country in England and Ireland engaged on most important cases.

[1502]

15127. Mr. Harrel.—How long have you occupied the position of police instructor at the depot?—Since the beginning of January 1877.

15128. You were a first-class head constable from the time you received the appointment?—I was. For four years prior to coming to the depot I was first-class head constable at extra rate.

15129. I believe that one of the inducements to perform the responsible and arduous duties which you perform at present is the increased emolument?—Yes.

15130. What increase have you on the average received, or is it a fixed increase?—Portion of it is a fixed increase. The other portion is not.

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Acting
Inspector
F. Hughes.
18 Oct. 1882.

Head
Constable
John Boyley.
18 Oct. 1882.

Head
Constable
John Butler
18 Oct., 1892

15131. That is to say, you receive pay and allowances as a first-class head constable at extra rate?—Yes.

15132. Is there an addition to that as police instructor?—I receive 120*l.* a-year from the School Board. Then there are other allowances for instructing the young officers, and for that on an average I receive 20*l.* to 25*l.* more.

15133. You receive so much for each one instructed?—Yes.

15134. And for the instruction of recruits you receive 180*l.* a-year fixed?—Yes.

15135. First, as to the portion of your income which fluctuates, is the amount received by you for instructing young officers paid by them personally?—Yes.

15136. As regards the 120*l.* received by you from the School Board, how is that fund supplied?—That fund is contributed to by the recruits at the depot whilst under training.

15137. A deduction is made from their pay, I believe, for certain purposes?—For school purposes only.

15138. Is it a certain fixed sum that is deducted?—A certain fixed sum from each recruit.

15139. And that goes into a general fund called the School Fund?—Yes.

15140. There are certain expenses on that Fund as well as your salary?—For my assistants and myself.

15141. Seeing, then, the way in which your salary is made up, I take it that some difficulties present themselves as to your retirement?—When I cease to hold the position of police instructor at the depot the allowance lapses, and I retire simply on the pension of a head constable, thereby losing at least 140*l.* a-year, which loss, of course, will necessitate myself and my family vacating the status and position that we held whilst I occupied the position of schoolmaster.

15142. You, as first-class head constable, on extra rate, have 104*l.* a-year?—Yes.

15143. And 120*l.* from the School Board?—Yes, fixed.

15144. As well as 25*l.* more from young officers?—Yes.

15145. You would be retired on 104*l.* now?—As I stand at present, I will have to retire on that, except my case is considered.

15146. Before going into that matter further, it would be well to say what duties you perform as police instructor and depot schoolmaster?—My duties are to instruct all recruits whilst being trained at the depot in a knowledge of police and detective duties, as also the beat and other constables at the depot. They attend the school. Further, with regard to the young officers, I have to teach them a knowledge of police and detective duties, the method of rendering all accounts in connection with finance and with the forces in general required from a sub-inspector, as also in making out reports on outrages and otherwise which are required from a sub-inspector in charge of a district. They are examined by the Commandant and by the Detective Director in police duties. They are examined by Mr. Haffield on all the finance in connection with the force, so that they must be taught; if not, they are sent back to me.

15147. You have one or two assistants?—Two. I have one at present; the other is at the Carragh.

15148. During what period of the day are you personally occupied in the discharge of your duties on an average?—At present I can conscientiously say that I am employed during the winter months from half-past 7 o'clock in the morning to half-past 7 in the evening, except while making breakfast and dinner. In the summer-time my work commences about 10 o'clock, and terminates at half-past 7; and during the summer before last not until half-past 8 o'clock.

15149. Your being easier worked in summer than in winter arises from the fact that there is no early period of drill for the recruits?—Exactly. We have

to light the gas in the winter. In the summer-time they have early drills in the square.

15150. Having stated to the Committee the nature of your duties and the hours and your position, will you go on to state any suggestions you have to make, and what you ask them to consider?—I would say that the School Fund has accumulated considerably within the past few years. There is now lodged to its credit 1,500*l.*, with 100*l.* current account.

15151. *Chairman.*—Is that on deposit?—It is in some funds here.

15152. At any rate, it is not on current account?—There is 1,500*l.* lodged to the credit of the fund, and 100*l.* in current account. If that could be made a public fund instead of a private one, and that I received as pay what I now receive as an allowance, I would be able to retire with a fair pension in proportion to what I receive at present.

15153. Suppose you were to get pay out of that fund, would not it be in a very few years swallow up the entire fund?—It would not. What I receive as to pay and allowance would exactly stand as at present, with which I am satisfied; but in the course of time I will have to leave the force with a loss of 140*l.* a-year.

15154. From what source, then, would you expect to get the increase of pension which would result from that?—Should the School Fund be made a public fund instead of a private one, then, as a matter of course, I would receive it as pay, as well as my retiring allowance.

15155. And you would get out of the moneys voted by Parliament, an increased pension?—Yes.

15156. When you talk of making the source whence you get the additional pay a public fund, you simply mean that the Treasury or the Government should say, in a more direct manner to the recruits: "We will pay you a diminished sum, and we will keep the balance in our pocket to pay the teacher?"—The matter is so inappreciable, 6*l.* per month from each recruit.

15157. Mr. Harrell.—It is at present stopped by their officers?—It is.

15158. *Chairman.*—It would be no change to the men at all. Unless the accumulations which are now being laid aside would meet cases of this kind, and form a fund for increasing the pension, the public would lose?—In the event of my getting a pension, it would be no burden whatever upon the Treasury, for the dividends on the fund, with a very small portion of the principal, would pay any pension I would be entitled to for the number of years, assuming the contingency would arise that I would be pensioned at all. I believe there is a very unfair arrangement with regard to the interest on the 1,500*l.* It is transferred annually to the Contingent Fund, and as it is money earned by myself and my assistants, I would look upon that as an unfair arrangement.

15159. In terms your suggestion is that the public should take the accumulated sum as well as the 100*l.* on current account and that they should continue to place the recruit under stoppages with the view of defraying the expenses of his schooling?—That is what I want. I wanted to have a clause introduced into the Constabulary Bill, recognizing my position as police instructor, and improving my pay and status accordingly.

15160. That instead of being what you are at present, a first-class head constable, with your income supplemented by contributions from the recruits, you should have a recognized position as police instructor and depot schoolmaster to the force, at a salary similar to that which you now enjoy from all sources, and that upon that salary as a recognized officer you would be able to retire on pension?—Exactly. I want to say one word in regard to that. I believe, in a discipline point of view, in the interests of the public service, that the police instructor should have a distinctive rank as such. Now, my duties are to teach cadets who have the rank of sub-inspector, and I feel on many occasions very much embarrassed in conveying instructions to them, they

being of superior rank. I believe the instruction would come with much greater force if I had rank superior to that of head constable. Owing to that I had on four or five occasions to call upon the detective inspectors to interpose and point out to those young officers their position in the school.

15161. They were troublesome?—They looked upon me as a constable. They are officers, and they are not amenable in the way I consider they ought to be.

15162. Mr. Harrel.—You advance that as an additional argument why you should occupy a recognized position as police instructor?—Yes. I am aware that there are men whose valuable services to the State and the public have been recognized, and they have got increased pensions far and away out of proportion to their actual pay.

15163. You are now speaking of men who have rendered distinguished service to the public?—Yes.

[The Committee adjourned.]

THIRTY-THIRD DAY.—20TH OCTOBER, 1882.

Present :

Mr. R. O'SHAUGHNESSY, M.P., Mr. R. W. A. HOLMES, and Mr. D. HARREL, R.M.

Mr. JAMES G. CURRY, F.R.C.S.I., examined.

15166. *Chairman*.—You are medical attendant of the constabulary at Cork?—I am, for over fourteen years in the southern part of the city.

15167. How many men are there under your care?—About 100.

15168. Are there more now?—There are sometimes more and sometimes less. During the summer more come in, chiefly at my side of the district; but the regular number is about 100.

15169. Is Cork proclaimed?—Yes.

15170. Have you had during the late disturbance additional police in Cork?—Not very many. In fact, the disturbances were not so much the call for police; but a number of police often came and stopped in Cork for the night on their way to disturbed districts.

15171. They would not give you much experience, of course?—No.

15172. The men in the city of Cork have had more severe duty for the last few years owing to the disturbances than before?—Yes; more night duty.

15173. You are aware that the pay of the men was increased in 1874?—I am.

15173*. You had been the medical attendant of the police for four years before that increase?—Yes.

15174. Therefore you are familiar with the question of the adequacy of the pay so far as that could be tested by the health of the men and the fare on which they lived?—Yes.

15175. I suppose you would say the old pay was insufficient to enable them to live satisfactorily?—Decidedly.

15176. The men have told us, in point of fact, without exception, that the new pay was regarded as satisfactory in a general way when it was first given?—Yes.

15177. And that it enabled them to live comfortably?—Yes, I am aware of that.

[1502]

15184. I believe that you were engaged in the discharging duties of a most important character in different parts of the United Kingdom?—I have been for several years.

15185. And that while discharging those duties you rendered what were considered by the highest authorities, including the Home Secretary, very important services indeed?—They were so far recognized that he wrote very handsomely to his Excellency on the matter, recognising those services, and stating that they should be rewarded. During the thirty-five years and nine months of my service I was never so much as admonished; and from the Inspector-General, on fourteen or fifteen occasions, I have received what are called in the force favourable records, which are standing in my name in the registry.

Head
Constable
John Bodley

19 Oct., 1882.

15178. Did you find that to be their feeling in Cork at the time?—I did.

15179. Have you found during the eight years that have passed since 1874 there has been any circumstance which would make the pay which was then adequate now inadequate, setting aside and not taking account of the extra cost which the men may have been put to by the late disturbance—in other words, is there any change in the normal and ordinary condition of things in Cork which would in the case of the ordinary sub-constable make the present rate of pay insufficient to provide him with adequate food?—Not so very much, but that the pay before was inadequate.

15180. But the pay then became adequate?—It became adequate so far as that they got an increase; but whether that increase was adequate to the times since 1874 and now is a question.

15181. Has there been any such increase in the price of provisions between 1874 and now, or in the price of the ordinary necessities of life, as to make the pay then given inadequate for the class of men for whom it was then adequate?—I do not say there was very much increase in the price of provisions. They say the price of provisions has increased, but not very much.

15182. Do you happen to know any article the price of which has increased?—Meat. A policeman requires more nutritious food than an ordinary person. He has duties different from an ordinary labouring man or artisan. The artisan or labourer works from morning till night and gets his night's sleep. A policeman does not get a regular night's sleep. He may go to bed at 11; but it does not follow that he can sleep. He has to be up at a certain hour the following morning, or he may have to rise at 2 o'clock in the morning and not get back again for a certain number of hours.

Mr. James
G. Curry.

20 Oct., 1882.

Mr. James
G. Corbin.
22 Oct., 1902.

15183. These sudden calls at night have been rather peculiar to the disturbed times?—No; because men go to bed at a certain hour at night and get up at 2 o'clock in the morning for a certain number of hours patrol.

15184. That would occur, on an average, about twice a-week with each of the men?—Yes.

15185. The evidence given before us generally shows that those men living and messing in barracks are able to supply themselves without any difficulty with meat at least once a-day?—Yes. Generally speaking, from my knowledge of the men, they provide themselves with very good dinners every day.

15186. They have also, as a rule, led us to believe that, in the absence of any extraordinary pressure of work, such as we have had during the last few years, meat once a-day was in old times enough for them?—With their present rate of pay I believe they are well able to get good nourishment.

15187. May I ask whether, with the ordinary work of a policeman, supposing he is not harassed with the press of duties of the last few years, you would agree with the impression that generally prevails on men's minds, that meat once a-day is enough for a policeman?—I think so. With their present pay they are able to get good substantial food, and a good meat dinner; but there are other expenses, such as the cost of boots, flannels, stockings, shirts, &c., which they require of the best quality. To provide these they would want some extra pay. As a rule, they procure suitable nourishment every day in the year. I see their food from time to time in the barrack, and I am perfectly satisfied it is good, wholesome, nutritious food, suitable for any man.

15188. Of course, you are aware that they are provided by the Government with uniform, and that they have to provide themselves with boots and under-clothing?—I am.

15189. Is it your experience, from your knowledge of the men, that as a rule in all classes of the men they do provide themselves, and are provided, with proper under-clothing and boots?—Yes; as a rule I find that their under-clothing is good and suitable.

15190. You say "as a rule." Are there any exceptions, or is there any tendency to an exception on the subject of under-clothing?—No; I have never seen a case where a man had a bad shirt, or an unsuitable shirt, as regards cleanliness and texture.

15191. Have you been able to trace sickness at all amongst them to defective clothing or bad boots?—No.

15192. Of course, you have got policemen of various ages and periods of service. We will begin with the recruit that comes down from the depot; does he generally come down to you a well-fed, robust young man for his time of life?—Yes.

15193. Tell us whether the state of health in which you find him after one or two years is at all an index of any want of proper sustenance or means of keeping him in a good state of physical health?—I know that many differ from me in the force, but my opinion is, and I have always held it, that I would not send a recruit to a city.

15194. I gather from that, then, that, as a matter of medical prudence and advice, you would begin by giving the recruit country work?—Yes, for many reasons.

15195. Mr. Holmes.—Do you consider that the temptations of a city life are likely to lead recruits into bad courses?—I do not think it is a judicious thing to send recruits into the city. One reason is that if a man has a tendency to any dissipation, you may develop it in the city.

15196. You think that a young inexperienced man is more likely to be led astray than a man who has been some time in the force?—Yes, in ordinary times, but not at the present; the duty in the country is more regular than in the city, where emergencies arise of being turned out of barracks, and there are night patrols and various duties that

would not occur in the country, and which would not be suitable to a young man. I would like to see a man of certainly eight years' service brought into the city as preference to a young man.

15197. Chairman.—Has there been a tendency to keep very young men out of Cork?—Whenever I saw a case of a young man getting in any way that I thought debilitated, from whatever cause, through the kindness of the county inspector, who always gets on very well with me and takes my advice, I got him removed to a country station, or what station I thought fit, it might be to the seaside. It is the duty of the medical officer to have under his eye the welfare of these young men, and they are all pleased with that.

15198. The debility you point to is the result of temptation from one thing or another, and not the result of a deficiency of proper food?—Not of a deficiency of proper food.

15199. Then, I take it, that a young man in Cork does not suffer from deficiency in proper clothing?—No; I must say that I have never seen any policeman, young or old, suffer for want of food by inadequate pay. I think that, as a rule, they all live well and generously. The married men I do pity, more or less, because they cannot procure suitable food. They are deterred from procuring suitable food in nine cases out of ten, except those who live in barracks, and they are very few. If a married man belongs to a police station, take, for instance, St. Luke's in Cork, in the midst of a respectable neighbourhood, he has of necessity to get a horse within 440 yards from the station, and he will not get that under 10s. or 12s. a-week.

15200. That would be about 4s. a-week?—Yes.

15201. Taking other districts in Cork, would the average weekly rate of rent be as high as 4s. a-week?—I would say they would not get suitable accommodation under 4s. in any part of Cork.

15201*. 5s. a-week would be about 8s. a-year?—Yes; but I do not think that a married policeman could get proper accommodation under something close to 4s. or 5s. in any place in Cork. You could get accommodation, of course, for 3s. or 2s. 6d., but I do not think proper accommodation could be got by a police constable at a certain distance from his station in the general run of places for less than a little under 5s. a-week.

15202. Do you think, as a matter of fact, they are able to get it for 3s. outside St. Luke's parish in Cork?—They may, but not proper ones.

15203. But have you any personal knowledge on the point?—Yes.

15204. What is your personal knowledge?—My personal experience is that it is between 4s. and 5s. a-week.

15205. Outside St. Luke's?—Yes, outside St. Luke's. The only difference between the married men outside and inside barracks is the accommodation they get in barracks. I have frequent complaints of married men who, if the families are any way large, are not able to procure suitable food that, I think, should be procured by a constable for himself and family.

15206. Are those cases exclusively of married men living out of barracks, or do they include cases of married men living in barracks?—The married men outside barracks.

15207. Mr. Harrel.—Exclusively?—Yes.

15208. Chairman.—Then you think a married man, living in barracks, unless he has a regular patriarchal family, or in very exceptional cases, is able to keep himself?—He is able to keep himself, but that is all.

15209. Mr. Harrel.—Following that point, the accommodation in barracks is, I should say, as a general rule in Cork, not very good?—It is very bad.

15210. Not very good for married men?—No, nor for single men either.

15211. And by no means extensive as regards the married men?—By no means.

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15212. Generally, when there is any place which can be devoted to the use of a married man, it is obtained by a constable?—Yes.

15213. Or, if not by a man above the rank of sub-constable, it is certainly by a senior sub-constable?—Yes.

15214. Then there is, in point of fact, the additional circumstance, that it is generally the man on the better class that has the accommodation in barracks?—Decidedly. It is the man who is not well able to pay that has to suffer. A married sub-constable has to suffer, because his seniors get preference of the barrack accommodation. I do not think there could be found worse barracks in the country than in Cork. All old houses, generally speaking.

15215. Do you mean to say they are got in that condition?—There is not a barrack in the city of Cork, with one exception, that I consider suitable for the police. I consider that the barracks in Cork for many years are not at all suitable for the health of the constabulary. Money has been for some years promised for a barrack in Cork, but not a stone has been laid yet. There are no recreation yards; nothing at all suitable for the health of the police.

15216. Mr. Holmes.—Summing up your evidence so far, am I entitled to say that in your opinion the present rates of pay are adequate for all single men and for such married men as are accommodated in barracks?—I do not think so. When the men procure proper food and proper under-clothing and other necessities, I think the margin between the cost and the amount they get is too small.

15217. But is it sufficient to provide them with necessary food and with proper clothing?—It is.

15218. And you have no reason to suppose that the single men or the married men accommodated in barracks have to go in debt to provide themselves with proper food and clothing?—The single men have no right to go in debt on the pay they have at present; but a married man, either in barracks or out of barracks, has not sufficient to procure for himself, his wife and children, proper nutriment and clothing.

15219. I think you told the Chairman that in your opinion the prices of the main articles of food had risen since 1874. If that be the case, can you account for the fact that the contract prices of the main articles of food are less than they were in 1874?—The increase that I know is in nothing more than meat, and, I believe, in most alone.

15220. I am speaking now from a Return showing the contract prices of certain articles of food supplied to the prisons in seven towns in Ireland, of which Cork is one. I find from this Return that in 1874 the contract prices of beef and mutton in Cork were 9d. per lb.; whereas in 1882 the price of beef is 6d., and the price of mutton 7-6d. Can you explain how it is that the retail prices are higher and the contract prices lower now than in 1874?—The only way I can account for it is the competition.

15221. Mr. Harrel.—Might I ask what the price was in 1874, and what it is now?—We used to go into the market in 1874 and buy mutton at from 9-6d. to 10-6d., and beef at 11d.; now we pay 1s. and 1s. 1d. and 1s. 2d.

15222. Do you mean for exactly the same joints?—Yes.

15223. Mr. Holmes.—Would there be any possibility, in a city like Cork, where there are so many barracks, for the men to combine and get their meat at cheaper rates than now?—I think so; it would be very advisable.

15224. Do you not think that a little management would enable that to be done?—I do; it would be a very great thing for the men, and most advisable to do.

15225. Mr. Harrel.—Then, to sum up—as an experienced medical attendant of the constabulary, your experience is, as regards the physical capacity of the men, and as regards food and clothing, that

a difficulty has only arisen in the case of married men?—Yes.

15226. Furthermore, even amongst married men, you have observed a distinction between those accommodated in barracks and those not accommodated in barracks?—Yes.

15227. And that distinction may be attributed partly to the fact, that a man out of barracks is at additional expense for lodging, and partly to the fact that the man out of barracks is usually the man who is on the lowest scale of pay?—Exactly.

15228. Is there anything else you would like to state on the subject, particularly as regards stoppages when men are a certain period of time sick?—If a man gets an injury, or is invalided from some cause, after three months portion of his pay is taken from him; that is the time a man would require most pay to get suitable nutriment so as to enable him to return to his duties as soon as possible. The rule is a hardship on the man.

15229. Without asking you for an expression of opinion as to why the rule was framed, I take it that you have had very few cases within your experience of malingering in the constabulary?—No; I would not say I ever came across a thorough malingering case. As a general rule, they are all respectable men.

15230. If this rule is intended to prevent malingering, do you think it is framed in such a way as to be successful?—I do not think the rule should ever have been established, because I think it is a sin, and at the same time that a medical man should be able to detect malingering.

15231. Mr. Holmes.—Is it possible for a medical man, no matter how competent he is, to say in every case whether a man is malingering or not?—I think he ought, decidedly.

15232. Chairman.—Do the police do night duty in Cork?—Yes.

15233. Do you find that the night duty knocks many men up?—I find that it is very hard on them. A man out on night duty may not get a sufficient amount of sleep, and yet he has to appear next morning on parade at 9 o'clock, and it may be at the police office afterwards. If a man is out a night there ought to be a discretion given to the head constable at the station to relieve that man from parade to fit him for his duty.

15234. Do you consider the night duty very trying to the health?—I do; that is one of the reasons why I said that young men ought to be kept out of Cork.

15235. Of course you are aware that every policeman stationed in Cork has in his turn to do that night duty?—Yes.

15236. Would you say that, having regard to the patrol duty to be done at night, and to the other circumstances, the duty to be done in a large city like Cork is heavier and more trying on the health than the duty to be done in country districts?—A great deal more; a man is out on night duty; he arrests a drunken man, or any other prisoner, and has to take him to the lock-up. He may be kept up longer than his time of duty, and he has to appear next morning to prosecute the prisoner, or appear at parade in the morning. That comes hard upon him.

15237. Do you find that the change from country to city duty has an effect on the health of the men?—In young men I do. I find they are more liable to colds and coughs than men who are eight or nine years in the service. If you bring a man of eight or nine years' service into the city the duty does not set upon him at all as it does on a young man just from the depot or a country station.

15238. But it does tell upon young men who are not hardened in the service?—Yes.

15239. Mr. Harrel.—And the injurious effects of those duties are very much added to by their irregularity and uncertainty?—Yes.

15240. In point of fact, the duty could be done with as great efficiency and advantage to the public,

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and with less injury to the men, if the night duties were allocated to a certain number of men for a certain fixed period, by which a certain amount of regularity of both food and rest would be obtained for that fixed period?—Yes, decidedly, in that way the men would get—as you say—a proper amount of rest, and, at the same time, a proper amount of work, and which work would not interfere with their health: if a man had hard work, he would be certain of sufficient rest.

Mr. WELLINGTON COLUKE, Assistant Inspector-General, cross-examined.

Mr. Wellington Coluoke.

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15245. Chairman.—Please to state the position which you hold.—I am Assistant Inspector-General.

15246. How long have you occupied that position?—Five years.

15247. Previously to holding that position you were county inspector?—Yes.

15248. How long have you been in the force altogether?—Thirty-one years.

15249. The entire force consists at present of over 18,000 men?—Yes. The nominal strength is 18,286, exclusive of 121 men appointed as additional constabulary under the Protection of Property Act.

15250. Taking the 18,286 men, they are enrolled under various Acts of Parliament?—Yes.

15251. Will you be kind enough to tell us the constitution of the force?—Of that nominal force there are 9,469 of the free force.

15252. Tell us, first of all, what Statute at present those men are under, and also what the meaning of the free force is?—The free force of constables, acting constables, and sub-constables is limited by 11 & 12 Vict., cap. 75, to 10,000; but the Lord Lieutenant has power, under 20 & 21 Vict., cap. 17, to vary this number every five years, subject only to the above limit as a maximum. That is the free force.

15253. Has his Excellency availed himself of that power to reduce the number from 10,000 to 9,469?—No. This is the nominal force which he can redistribute all over Ireland. When I speak of the nominal force, it has nothing to do with revenues. At the last redistribution on the 27th July, which is the legal date for making the Order in Council, the Lord Lieutenant rather increased the free force of Ireland. In 1877 it was reduced by something over 600 men.

15254. Previously to 1877 did it amount to the full permissive number, namely, 10,000?—It did.

15255. In 1877 it was reduced to the strength at which it now happens to stand?—Yes, a little under the strength at which it now happens to stand.

15256. What was the number in 1877?—9,381.

15257. Is the difference between 9,381, the number to which it was reduced in 1877, and 9,469, the number at which it now stands, attributable to a fresh Order of the Lord Lieutenant's, or was some accidental difference?—The increase is in consequence of an Order in Council made by the present Lord Lieutenant in July last.

15258. It is called the "free force." Tell us why it is called the free force, and how its distribution among the various counties is regulated.—It is called the free force, because the whole cost of it is borne by the Imperial Exchequer. Up to 1847 half the cost of the free force was borne by the local rates.

15259. On what principle is the free force distributed through the various counties in Ireland?—It is distributed by a calculation made upon the area and the population; in the cities and towns upon the population alone.

15260. Can you tell us the number in the case of

15261. And certain, at least for that fixed period of time, of getting his meals regularly?—Yes.

15262. (Chairman.—Is it your experience that when the men come to thirty years' service they ought to be entitled to retire?—That is my opinion.

15263. You think that everything that it is fair to get out of a man has been got out by that time?—I do.

15264. Do you think it is got out before that time?—No, I think that is a fair time.

the principal towns—Cork, Limerick, Waterford, Galway, Belfast, and Kilkenny?—I will give you all the towns that have a free force.

15265. Can you furnish us with Returns showing the actual mode in which the free force is distributed through the various counties, villages, and towns in Ireland?—Yes.

15266. Be pleased to hand it in.—Yes. [See Appendix I (No. 6).]

15267. How often has the Lord Lieutenant power to vary the free quota available for any particular district?—Once every five years.

15268. Does he avail himself in practice of that power, that is to say, is there an actual revision made every five years?—Yes; there is a careful revision made.

15269. As a rule, does that revision result in changes of the proportions of the free force made available at the end of five years, or is it allowed to remain as it stood?—I was not in the office when the changes were made in 1877, but I am aware there were some changes made; because the schedule will be found in the Order in Council of the 27th July, 1877.

15270. There were some changes made at the revision which took place lately?—There were.

15271. Is there any principle running through those changes which one could say was a leading principle?—Yes.

15272. What was that, please?—That was to apportion the free force to the localities according to their population and area, taking into account that, besides the free force, there is a revenue force, which is also paid out of the Imperial Exchequer, or paid by the revenue.

15273. When you say "taking into account the revenue force," in what way do they take it into account?—If I give you an instance, it will show you. Donegal, a very large county, has a free force of 367 men, and a revenue force of 281. Now, it is quite plain 280 men cannot be solely employed for revenue purposes. There is not sufficient work for them. They have plenty of time to do other work, and they actually do the regular police work of the county. There is no difference in the men in any way. You cannot distinguish one set of men from another. They do the work of the sub-districts, in fact, all sorts of police work, as well as their regular work.

15274. I suppose other counties in Ireland have not by any means so large a revenue force as Donegal?—No; the next largest is Tyrone, which has thirty-seven men.

15275. That is a great jump from 280 to 37. 15276. Is the presence of that force the result of some habit of smuggling or distilling?—It is the result of a habit of distilling. Donegal is a very mountainous country. It is not altogether because it is a mountainous country that there is distilling, but it has been the habit.

15277. But, as I understand, there is no distinction whatever between the duties of the men who happen to be on the revenue strength and the duties of the

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man who happens to be on the free force?—Not the best.

15274. It comes to this, that the ordinary police force of the county, after the abolition of the revenue police, was increased in that particular county and in others?—That is the state of the case.

15275. When you spoke a while ago of the free force consisting of 10,006 at its maximum, and mentioned the various ranks composing it, I remarked that you omitted the head constables. What was the cause of that omission?—The head constables, although paid out of the Imperial Exchequer, are not among what is technically called the free force.

15276. What part of the force, from a Parliamentary or legislative point of view, are they supposed to belong to?—There is a certain number fixed for the whole of Ireland, as in the case of the officers. As a matter of fact, men of their rank being generally distributed at discretion, just as officers are, through the country, there is no particular allocation of them by counties.

15277. Passing from the free force in the revenue force, will you tell us how it stands?—There are 400 men allowed for revenue purposes under 21 & 22 Vict. cap. 40.

15278. By what authority are they distributed?—By the Inspector-General.

15279. And the number of men to be sent to each locality is at his discretion?—Yes.

15280. Do the known authorities exercise any discretion in the matter?—No. I am not aware that they interfere at all. Of course, if they saw a necessity for removing the men, they would represent it, and it would be done at once.

15281. The expense of those men is altogether borne by the Imperial Exchequer?—Yes.

15282. Are there any counties and towns that do not contain any revenue men?—There are no towns in Ireland that have any revenue men, and there are only eight counties that have revenue men, as the Return will fully show.

15283. One may assume that in the distribution of the revenue men their original object is strictly attended to, and men are only allocated for revenue purposes to counties where there exists illicit distilling or something else of the kind?—Yes.

15284. We may pass to the next force.—The next is the extra force, under 6 Wm. IV. cap. 13. The 12th section deals with one portion of that extra force, and the 13th with another. That under the 12th section is applied for by the magistrates of the county. If they think the force of the county is not sufficient, they apply to the Lord Lieutenant for a certain number of men, whatever they think sufficient, and, as a rule, that number is granted.

15285. Is there any limit within which their application must be restricted?—None. There is no statutory limit.

15286. The Act enables a number of constables to be enrolled in addition to the 10,006, and in addition to the revenue police, for extra purposes. Is there any limit contained in the Act, or any Order in Council made under a provision of the Act, limiting or restricting the number which may be enrolled?—There is a general restriction. I do not think there is any provision in the Act, but there is a general restriction which prevents recruiting above the nominal strength of the whole force.

15287. What is the nominal strength of the whole force?—At present it is 13,248.

15288. Is that nominal strength fixed under an Act of Parliament?—Yes, according to Act of Parliament.

15289. I suppose you will be able to state later on the mode in which the general restriction to 13,248 is made?—Yes.

15290. Passing then from the men who can be appointed to the counties under section 12 of 6 Wm. IV. cap. 13, tell us what is done under section 13.—Under section 13, if the Lord Lieut-

enant has sufficient evidence before him to believe that a county is disturbed and requires an extra number of men, he can, on being satisfied of this, appoint whatever number he thinks is sufficient for the locality or county. There is a very curious attempt at limitation, which is no limitation at all. It is limited to 100 men for any barony, parish, &c., or portion of barony. If a county is proclaimed, the Lord Lieutenant has power to appoint 100 men to each barony; but if it is proclaimed by smaller portions than baronies, there is legal power really to place more men in a county than there is standing room for, although there is an attempted limitation in the Act.

15291. This Act, it appears, enables an extra force to be placed in a county in two ways, by the Lord Lieutenant on the application of the magistrates, and then there is no restriction, or by the Lord Lieutenant, *proprio voto*, after such inquiry as he thinks fit to make, and then there is a limitation such as you describe?—Yes, there is an attempted limitation.

15292. Can these powers under the 12th and 13th sections be exercised together?—Yes.

15293. And are occasionally?—Yes.

15294. That is to say, in addition to the number which to-day may be sent at the request of the magistrates, in six months hence, if the necessity arises, the Lord Lieutenant may, under the 13th section, send more?—Yes.

15295. Then, in the case of men sent under those provisions, I believe part of the expense is borne by the county or by the district?—By the county in all cases under section 12, and by localities or districts under section 13. There is power to charge the district or barony, but it is not often exercised.

15296. Then the expense is chiefly thrown on the county?—At least, just now it is, because generally the whole county is pretty equally disturbed.

15297. Is there any definite number of men now in Ireland who may be said to belong to the extra force?—There are, under section 12, nominally 936, and under section 13 there are 2,442.

15298. Suppose these men are removed from the counties or districts to which they are sent under either of those sections, of course, if sent back to Dublin they become immediately again a burden on the Imperial Exchequer to the full extent of their expense?—Yes. There are only two courses to pursue. One is to discharge the men. The other is that they must become a burden on the Imperial Exchequer, supposing they are withdrawn from the counties.

15299. What is the Act of Parliament which regulates the entire strength of the combination of the three forces, the free, the revenue, and the extra?—There is no one Act. They all depend upon their own Acts. There is none actually fixed by Act but the free force and the revenue.

15300. Is there any statutory limit to the number of men in the extra force?—No.

15301. Mr Horrel.—It is kept up to what is called the nominal strength?—It is more than that—it is kept up to an actual strength.

15302. It cannot exceed at any time, though, the fixed nominal strength for the time being?—No.

15303. *Chairman*.—But it is declared what the nominal strength shall be?—It is arranged by Orders in Council for each county separately. So you get the aggregate by the separate Orders in Council.

15304. Are those Orders in Council the Orders in Council by which forces are sent to counties?—Yes.

15305. Therefore the strength of the forces at any particular time will depend simply on the number of the force who may happen, under either of those sections of the Act of Wm. IV. to be extra policemen in counties?—Yes, who may happen to have been appointed by the Lord Lieutenant's order.

15306. So there is practically no limit whatever?

Mr. Wallingford Colclough. —Practically no limit. Of course, you cannot recruit.

13307. Pass, please, to the next force.—In addition to the three forces already mentioned—the free, revenue, and extra—there is a reserve force, the legal strength of which is 400 men, under 2 & 3 Vict., cap. 75, and 9 & 10 Vict., cap. 97.

13308. What is the object, and what are the duties of the reserve?—The object of the reserve is to have a force at the depot ready to be sent to various parts of Ireland. The word "reserve" expresses really what it is intended to be. Once the three former forces—the free, the revenue, and the extra—go to a county, you cannot tell one from the other. There is no distinguishing mark, but there is a nominal list of the reserve force, so that they are always distinguishable from the rest.

13309. When the reserve men are sent to do duty in a county, are they ever sent as extra men?—No, but, as a matter of fact, they act as extra men. That is to say, they are not called extra men, but they do the duty that any of the other men would do. They are sent suddenly, owing to the disturbed state of the country.

13310. When reserve men are sent, *prima facie* their expense would be borne by the Imperial Exchequer?—When they go from the depot, half the expense is borne by the locality, barony or county.

13311. Is that the result of a provision in one of the Acts constituting the reserve, or is it because they go as extra men?—It is in one of the Acts constituting the reserve.

13312. What Act is that, please?—I think it is the 20 & 21 Vict., cap. 40.

13313. Who has the authority and discretion of sending these reserve men to do duty in any particular place?—The Inspector-General, subject, of course, as all those things are, to the control of the Lord Lieutenant.

13314. Mr. Harrel.—The reserve force, then at present, are not transferred to a county under either the 12th or 13th section of the Act, which provides for the supplying of an extra force?—The Act is 2 & 3 Vict., cap. 75, sec. 6: "It shall be lawful for the Inspector-General of the said Constabulary, subject to the direction and control of the said Lord Lieutenant, or other Chief Governor or Governors, from time to time to order and direct that the whole or any portion of the said reserve force, or the whole or any portion of the said Constabulary force, from time to time placed in the said depot as hereinbefore mentioned, shall go and repair to such place or places in any county or counties, county of a city or a town or towns liberties in Ireland, as shall be mentioned in such Order, and shall remain there for such length of time, or remove to or remain at any other place or places in the same or any other county, city, or town, for such time or times, and shall return to the said depot in or near Dublin at such time or times respectively," &c. Then the chargeability of the expense is shown in section 7.

13315. *Chairman*.—The marginal note is that the expense of the reserve force is to be advanced out of the Consolidated Fund?—Yes.

13316. And the next section provides that a moiety shall be paid by the counties in which the force is employed?—Yes, under section 8.

13317. When they are sent to counties to do duty, do they become part of the extra force of that county?—No. They do not come under 6 Wm. IV.

13318. They are quite separate?—Quite separate.

They still remain reserve, and still remain on a nominal list.

13319. Are the reserve men ever sent as extra policemen?—Never. As soon as the Lord Lieutenant's order is issued it is sent to the Commandant, who has authority to enlist up to the number the Lord Lieutenant appoints.

13320. Where is the reserve force stationed?—The reserve force is stationed through various counties in Ireland, and there are some few belonging to it at the depot.

13321. Mr. Harrel.—Then this is a third method by which the free force of a county is supplemented for the purpose of preserving the peace?—Quite so.

13322. One at the request of the magistrates, one at the option or discretion of the Lord Lieutenant, and the third by the Inspector-General?—Yes. In the second, the recommendation to appoint completely under the Proclamation is indorsed by the Inspector-General.

13323. But, after all, there are the three different methods?—Yes, except this, that the reserve force is sent down for a short time.

13324. But in practice it is not?—We have not been able to avoid that.

13325. *Chairman*.—At this moment, how many purely reserve men are at the depot?—I think there are at present 439 men in the total of the reserve, and that 268 of these are serving in counties, the remainder being at the depot, or at the Carragh.

13326. Having disposed of the reserve, will you proceed to the next force?—The next force is the additional constabulary under the Prevention of Crimes Act of this year, section 18. On the 1st October, speaking from memory, there were 121 men in that force.

13327. Does that place any limit?—None.

13328. Does it indirectly limit the number of men you can enrol?—No. We have got authority from the Lord Lieutenant to enrol as many men as we like, so as to have men prepared for that.

13329. Have you anything to say about the Belfast force?—Nothing, except that the free force was increased by sixty-four men on the Inspector-General's recommendation.

13330. First, I should like to ask you whether the Belfast men are included under one head or the other of the various forces you have mentioned?—They are included under one head properly speaking, namely, the free force. There are 220 men included under the free force, and there are 390 that are under section 12 of 6 Wm. IV., cap. 12.

13331. For whom the borough contributes portion of the expense?—Yes. In Londonderry there is no power, as long as the place is not disturbed, of increasing the force in any way.

13332. Is there not the same power as there would be in Limerick or Cork?—No. According to the Act of Parliament that bears upon Londonderry, unless the city is disturbed you cannot increase the permanent force.

13333. I suppose the right to increase it lies with the Lord Lieutenant if it is disturbed?—Yes, if it is proclaimed. Of course, you can send reserve men there, and draft men temporarily, but increase the permanent force, you cannot without a new Act of Parliament.

13334. That is to say, there is no power given, like the 18th section of Wm. IV., to increase it?—No.

13335. But there is a power under the 13th?—Yes.

13336. There is no other force we can talk about?—That includes the whole of the force.

[The Commissioners adjourned, having concluded the taking of evidence.]

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Appendix I.

STATISTICS OF THE ROYAL IRISH CONSTABULARY.

Appendix I.

(1).—TABLE showing the Rates of Pay of the Head and other Constables of the Constabulary Force from 1835 to 1882.

Rank.	From 1st October, 1835.	To 31st Dec. 1835.	From 1st Oct. 1836.	From 1st October, 1841.	From 1st October, 1846.	From 1st October, 1851.	From 1st October, 1856.	From 1st April, 1861.	From 1st October, 1866.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
[Head Constable Major, 12]	—	—	—	75 0 0	75 0 0	75 0 0	75 0 0	75 0 0	75 0 0
1st Class Head Constable (senior rate, 12)	—	—	—	60 0 0	60 0 0	60 0 0	60 0 0	60 0 0	60 0 0
1st Class Head Constable	—	—	—	60 0 0	60 0 0	60 0 0	60 0 0	60 0 0	60 0 0
2nd Class Head Constable (senior rate, 20)	—	—	—	50 0 0	50 0 0	50 0 0	50 0 0	50 0 0	50 0 0
2nd Class Head Constable	—	—	—	50 0 0	50 0 0	50 0 0	50 0 0	50 0 0	50 0 0
Constable (senior rate)	—	—	—	40 0 0	40 0 0	40 0 0	40 0 0	40 0 0	40 0 0
Constable (1st rate, 1841)	—	—	—	40 0 0	40 0 0	40 0 0	40 0 0	40 0 0	40 0 0
Constable	—	—	—	40 0 0	40 0 0	40 0 0	40 0 0	40 0 0	40 0 0
Acting Constable	—	—	—	40 0 0	40 0 0	40 0 0	40 0 0	40 0 0	40 0 0
Sub-Constable (senior rate)	—	—	—	30 0 0	30 0 0	30 0 0	30 0 0	30 0 0	30 0 0
Sub-Constable	—	—	—	30 0 0	30 0 0	30 0 0	30 0 0	30 0 0	30 0 0
Totals	—	—	—	—	—	—	—	—	—
Totals	—	—	—	—	—	—	—	—	—
Totals	—	—	—	—	—	—	—	—	—
Totals	—	—	—	—	—	—	—	—	—
Totals	—	—	—	—	—	—	—	—	—

* The period for this rate was reduced from 1 year to 6 months from 1st September, 1855.

(Signed)

C. HAFFIELD.

Royal Irish Constabulary Office, Dublin Castle,
August 30, 1882.

(3).—LENGTH of Service of Head and other Constables in July 1882.

Years of Service.	Head Constable, 1st Class.	Head Constable, 2nd Class.	Constables.	Acting Constables.	Sub-Constables.
Under 6 months	1,328
Over 6 and under 12 months	668
1 year and over	1	1,623
2	788
3	523
4	523
5	1	2	482
6	8	8	643
7	13	12	332
8	10	16	443
9	27	26	378
10	26	12	367
11	26	21	367
12	1	44	268
13	1	50	259
14	1	115	284
15	4	149	318
16	9	136	311
17	8	136	326
18	7	169	311
19	7	111	75
20	11	160	71
21	8	57	68
22	5	87	73
23	1	9	82
24	2	124	76
25	7	54	47
26	8	52	22
27	9	24	57
28	4	22	78
29	6	18	66
30	12	11	27
31	15	6	1
32	8	4	1
33	5	1	2
34	2	3	1
35	7	..	1
36	7	..	..
37	1	..	..
38	3	..	..
39
40
41
42
43
Totals	75	197	2,096	465	11,375
Grand Total	18,791				

(3).—RETURN of the Number of Candidates in the last two years.

NOTE.—The number of recruits attested includes those who, though attested, were not finally received into the Force.

Year.	Month.	Number of Candidates Enrolled.	Year.	Month.	Number of Candidates Attested.	Remarks.
1880	November ..	201	1880	November ..	43	
December ..	200	December ..	261			
1881	January ..	250	1881	January ..	255	
February ..	334	February ..	217			
March ..	275	March ..	282			
April ..	167	April ..	87			
May ..	140	May ..	184			
June ..	104	June ..	214			
July ..	84	July ..	712			
August ..	96	August ..	227			
September ..	64	September ..	66			
October ..	88	October ..	189			
November ..	119	November ..	179			
December ..	211	December ..	134			
1882	January ..	327	1882	January ..	197	
February ..	294	February ..	260			
March ..	193	March ..	271			
April ..	191	April ..	172			
May ..	117	May ..	215			
June ..	181	June ..	168			
July ..	717	July ..	209			
August ..	390	August ..	423			
September ..	294	September ..	289			
October ..	279	October ..	229			
Total ..	5,228	Total ..	4,719			

Dated at the Royal Irish Constabulary Depot, November 6, 1882.

(Signed) P. J. BRACKEN,
Adjutant, for Commandant, on leave.

(A)—TABLE showing the Number of Head and other Constables who have Retired on Pension in each of the Six Financial Years from the 1st April, 1876, to the 31st March, 1882, distinguishing each Rank, and giving the cause of Retirement.

Financial Year.	Head Constables.						Constables.			Acting and Sub-Constables.						Total Number of Head and other Constables Retired in each Year.				
	First Class.		Second Class.		Both Classes.		Ill-health.	Injury on Duty.	Total.	Acting Constables.		Sub-Constables.		Both Ranks.						
	Ill-health.	Injury on Duty.	Total.	Ill-health.	Injury on Duty.	Total.				Ill-health.	Injury on Duty.	Total.	Ill-health.	Injury on Duty.	Total.					
1876-77	12	..	..	25	172	1	173	11	1	12	115	0	115	164	2	176	8	378
1877-78	22	..	1	36	158	5	163	25	..	25	115	9	124	156	9	165	15	316
1878-79	23	..	..	37	125	4	129	15	..	15	109	9	118	122	8	130	55.5	387
1879-80	14	..	..	32	158	4	162	6	1	7	164	13	177	117	11	128	18	314
1880-81	11	..	..	34	165	4	169	6	..	6	97	21	118	146	21	167	57	337
1881-82	17	..	..	37	108	10	118	5	1	6	163	27	190	108	28	218	35	374
Totals for six years	99	..	1	182	753	29	782	62	5	67	679	54	733	749	67	816	131	1,137
Average per annum to nearest whole number	17	..	32	..	..	30	125	5	137	10	1	11	113	14	127	125	11	128	28.5	395

C. H.

October 13, 1882.

(5).—RETURN showing the Number of Head and other Constables Married and Unmarried on March 31, 1881.

Rank.				Married.	Unmarried.	Total.
Sub-Constable	..	..	..	1,301	6,445	8,406
Acting Constable	..	..	..	222	212	434
Constable	..	..	..	1,894	957	1,761
Head Constable	..	..	..	105	59	226
Total	..	..	..	3,522	7,673	16,846

NOTE.—In September 1882 the total number of men in the above ranks was 13,754, and the number of married men was 3,233, of whom 3,612 were accommodated in barracks, leaving 2,981 not accommodated. The average length of service at which men married was 18 years 9 months.

(6).—CONSTITUTION and Allocation of the Royal Irish Constabulary on the 1st October, 1882.

(A.) Counties, &c.	(B.) Free Force.	(C.) Revenue Force.	Extra Force under 6 Wm. IV, cap. 13.		(F.) Total Nominal Force.	Auxiliaries. Reserve.	Prevention of Crimes Act, Section 15.
			(D.) Section 12.	(E.) Section 13. Proclamation			
Armagh County	254	..	..	..	254	..	..
Armagh	186	..	..	..	186	..	..
Carlow	114	..	..	..	114	..	..
Cavan	268	..	..	..	268	..	..
Clontarf	280	..	..	200	280	3	10
Cork, S.R.	422	..	..	174	596	19	6
Cork, W.R.	319	..	..	147	466	..	6
Down	267	220	..	180	627	..	..
Dublin	766	..	..	..	766	..	..
Dublin	224	..	10	..	234	..	..
Fermanagh	154	..	20	..	184	..	..
Galway, E.R.	289	..	..	183	472	20	..
Galway, W.R.	218	17	20	225	552	49	..
Mayo	373	..	..	196	571	10	71
Kildare	187	..	42	..	234	10	..
Kilkenny	263	..	70	..	330	0	..
King's	241	..	15	90	346	..	..
Lifford	220	18	..	60	298	..	..
Limerick	351	..	..	206	621	16	..
Londonderry	321	20	..	..	341	..	..
Longford	149	..	34	22	205	..	..
Louth	145	..	15	..	160	..	..
Mayo	447	50	80	140	686	44	29
Meath	280	..	72	..	352	..	..
Monaghan	172	..	32	..	204	..	..
Queen's	200	..	49	..	249	..	..
Roscommon	322	8	..	133	453	18	..
Sligo	153	39	39	75	337	24	..
Tyrone, N.R.	229	..	..	114	373	..	..
Tyrone, S.R.	240	..	30	140	410	..	..
Tynan	244	37	..	..	281	..	..
Waterford	313	..	16	90	419	..	..
Westmeath	254	..	25	65	344	5	..
Wexford	232	..	..	..	232	..	..
Wicklow	184	..	..	..	184	..	..
Total	5,777	..	..	..	..	..	..
CITIES AND TOWNS.							
Belfast	220	..	320*	..	540	..	..
Cardiff	10	..	..	..	10	..	..
Cork	250	..	..	..	250	20	..
Drogheda	40	..	..	..	40	..	..
Galway	60	..	..	..	60	..	..
Kilkenny	20	..	..	..	20	..	..
Limerick	30	..	..	50	130	..	..
Londonderry	20	..	40†	..	70	..	..
Waterford	60	..	..	..	60	..	..
Total	5,468	400	330	2,668	12,246	266	120

* 22 & 29 Vict., cap. 78, sec. 14.

† 22 & 24 Vict., cap. 62, sec. 3.

SCALES OF PAY OF THE POLICE FORCES OF THE UNITED KINGDOM IN 1881.

Arranged in The Classes according to the Means between the Highest and Lowest Rates of the Pay of the Constables in each Force.

Normal.

1. The irregularity of the Scales of Pay at present in operation, and the losses of satisfactory amount there, is shown by the fact that, taking the pay of Sergeants and Constables, there are, out of 2513 Police Forces, only four instances of two being another; the Scales being so variable for the different ranks, no general law which would hold good of the pay of all ranks could be applied, so as to show the relative benefits of the Scales of Pay in the various Forces; the pay of the Constables is therefore taken as the test in this arrangement, because of its greater importance, in settling the private means of a man, and because it is generally a fair indication of the highest rate of pay of the superior ranks. When the "Mean Pay" of the Constables in the mean in each Force, they have been arranged in the order according to the means of pay for the higher ranks.
2. It has been added to the means (column 4) where on deduction it would have been the pay for lodging, when men are accommodated in barracks.
3. The "Model Scales" proposed by the Home Department are printed in *italic type*.
4. "Mutt Classes" and "Extra Rate" are treated as ordinary pay.

Constables and Sergeants.	Pay of Sergeants. (Annual.)	Pay of Inspectors. (Annual.)	Pay of Sergeants. (Weekly.)	Pay of Constables. (Weekly.)	Mean Pay of Const. (Note 2.)	No. of Inspectors and Sergeants.	No. of Constables.
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CLASS I.—[Mean Pay of a Constable 20s. and under 22s.]

	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.
1. Tiverton
2. Barnstaple
3. Exeter
4. Devon
5. Devon
6. Devon

Cities and Boroughs.	Pay of Superintendents. (Annual.)	Pay of Inspectors. (Annual.)	Pay of Supts. (Weekly.)	Pay of Constables. (Weekly.)	Mean Pay of Constables. (Per Annum.)	Mean Pay of Inspectors. (Per Annum.)	No. of Constables.	No. of Inspectors.
CLASS V.—[Mean Pay of a Constable 24s. and under 24s.]								
1. Malden	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
2. Roxbury	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
3. South Y	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
4. Dorchester	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
5. Boston, North	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
6. Boston, South	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
7. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
8. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
9. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
10. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
11. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
12. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
13. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
14. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
15. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
16. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
17. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
18. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
19. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
20. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
21. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
22. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
23. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
24. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
25. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
26. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
27. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
28. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
29. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
30. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
31. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
32. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
33. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
34. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
35. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
36. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
37. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
38. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
39. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
40. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
41. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
42. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
43. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
44. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
45. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
46. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
47. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
48. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
49. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
50. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
51. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
52. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
53. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
54. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
55. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
56. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
57. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
58. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
59. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
60. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
61. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
62. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
63. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
64. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
65. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
66. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
67. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
68. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
69. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
70. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
71. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
72. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
73. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
74. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
75. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
76. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
77. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
78. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
79. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
80. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
81. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
82. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
83. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
84. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
85. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
86. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
87. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
88. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
89. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
90. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
91. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
92. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
93. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
94. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
95. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
96. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
97. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
98. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
99. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
100. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
Mean Department Scale (No. V).								
1. Malden	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
2. Roxbury	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
3. South Y	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
4. Dorchester	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
5. Boston, North	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
6. Boston, South	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
7. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
8. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
9. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
10. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
11. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
12. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
13. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
14. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
15. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
16. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
17. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
18. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
19. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
20. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
21. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
22. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
23. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
24. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
25. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
26. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
27. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
28. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
29. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1
30. Cambridge, Liberty	169 0 0	31 5 0	25 0 0	25 0 0	25 0 0	25 0 0	1	1

Cities and Boroughs.	Pay of Superintendents. (Annual.)	Pay of Inspectors. (Annual.)	Pay of Sergeants. (Weekly.)	Pay of Constables. (Weekly.)	Mean Pay of Constables. (Weeks 2.)	No. of Inspectors and Sergeants.	No. of Constables.
CLASS VIII.—[Mean Pay of a Constable 28s. and under 30s.]							
1. Blackburn	111 0 0	130 0 0	30 0 0	25 0 0	25 0 0	16	24
2. Manchester	209 0 0	170 0 0	37 0 0	31 0 0	31 0 0	103	223
3. Lancaster	204 0 0	170 0 0	37 0 0	31 0 0	31 0 0	505	917
4. Rochdale	208 0 0	170 0 0	37 0 0	31 0 0	31 0 0	14	43
5. Leeds	208 0 0	170 0 0	37 0 0	31 0 0	31 0 0	43	911
6. London City	210 0 0	170 0 0	37 0 0	31 0 0	31 0 0	161	717
Total	..	..	..	..	..	205	2,375
CLASS IX.—[Mean Pay of a Constable 30s. and under 30s.]							
1. Liverpool	240 0 0	180 0 0	35 0 0	31 0 0	31 0 0	118	239
2. Preston	240 0 0	180 0 0	35 0 0	31 0 0	31 0 0	16	78
3. Ashton-under-Lyne	240 0 0	180 0 0	35 0 0	31 0 0	31 0 0	7	55
4. Salford	240 0 0	180 0 0	35 0 0	31 0 0	31 0 0	3	33
5. Nottingham, Town	240 0 0	180 0 0	35 0 0	31 0 0	31 0 0	10	160
Total	..	..	..	..	..	154	1,855
CLASS X.—[Mean Pay of a Constable 30s. and upwards.]							
1. Birmingham	200 0 0	122 0 0	35 0 0	31 0 0	31 0 0	15	93
2. Bolton	170 0 0	122 0 0	35 0 0	31 0 0	31 0 0	15	95
Total	..	..	..	..	..	30	188

Appendix III.

THE LONDON METROPOLITAN POLICE.

(A)—AUTHORIZED NUMBER AND RATES OF PAY.

(1.) UNIFORM.

Rank.	Class.	Authorized Number, April 1, 1882.	Minimum Rate of Pay per Annum.	Annual Increment.	Maximum Rate of Pay per Annum.	Remarks.
			£ s. d.	£ s. d.	£ s. d.	
District Superintendents ..	..	2	600 0 0	25 0 0	630 0 0	Four Superintendents receive a Good Service allowance of £25 per annum, and all receive £11 per annum for the supply of uniform.
Superintendents ..	..	1	350 0 0	10 0 0	450 0 0	
Inspectors ..	..	25	300 0 0	10 0 0	400 0 0	Sergeants and Constables receive cash or a money allowance instead, viz.—
Inspectors ..	Chief ..	1	347 13 7	..	347 13 7	
..	..	3	226 3 5	..	226 3 5	Married men, 6d. per week. Single " 3d. "
..	..	2	201 12 8	..	201 12 8	
..	..	3	176 8 4	..	176 8 4	A Reserve is attached to each Division, "A" to "Y," with a weekly allowance of 4s., 3s., and 1s. 6d. respectively to Inspectors, Police Sergeants, and Police Constables.
..	..	22	190 1 5	..	190 1 5	
..	1st ..	4	347 13 7	..	347 13 7	A Reserve is attached to each Division, "A" to "Y," with a weekly allowance of 4s., 3s., and 1s. 6d. respectively to Inspectors, Police Sergeants, and Police Constables.
..	..	2	226 3 5	..	226 3 5	
..	..	2	187 18 8	..	187 18 8	A Reserve is attached to each Division, "A" to "Y," with a weekly allowance of 4s., 3s., and 1s. 6d. respectively to Inspectors, Police Sergeants, and Police Constables.
..	..	112	182 16 0	..	182 16 0	
..	2nd ..	93	164 14 0	..	164 14 0	A Reserve is attached to each Division, "A" to "Y," with a weekly allowance of 4s., 3s., and 1s. 6d. respectively to Inspectors, Police Sergeants, and Police Constables.
..	..	256	117 8 6	..	117 8 6	
..	..	13	95 1 6	..	95 1 6	A Reserve is attached to each Division, "A" to "Y," with a weekly allowance of 4s., 3s., and 1s. 6d. respectively to Inspectors, Police Sergeants, and Police Constables.
..	..	1	93 17 2	..	93 17 2	
..	..	2	88 12 11	..	88 12 11	A Reserve is attached to each Division, "A" to "Y," with a weekly allowance of 4s., 3s., and 1s. 6d. respectively to Inspectors, Police Sergeants, and Police Constables.
..	..	3	104 5 9	..	104 5 9	
Sergeants ..	Chief ..	39	104 5 9	..	104 5 9	A Reserve is attached to each Division, "A" to "Y," with a weekly allowance of 4s., 3s., and 1s. 6d. respectively to Inspectors, Police Sergeants, and Police Constables.
..	Detachment ..	3	*100 7 6	..	100 7 6	
..	..	334	96 1 6	..	96 1 6	A Reserve is attached to each Division, "A" to "Y," with a weekly allowance of 4s., 3s., and 1s. 6d. respectively to Inspectors, Police Sergeants, and Police Constables.
..	1st ..	351	93 17 2	..	93 17 2	
..	..	184	88 12 11	..	88 12 11	A Reserve is attached to each Division, "A" to "Y," with a weekly allowance of 4s., 3s., and 1s. 6d. respectively to Inspectors, Police Sergeants, and Police Constables.
..	2nd ..	1	*83 8 7	..	83 8 7	
Constables ..	Detachment ..	1	78 4 4	..	78 4 4	A Reserve is attached to each Division, "A" to "Y," with a weekly allowance of 4s., 3s., and 1s. 6d. respectively to Inspectors, Police Sergeants, and Police Constables.
..	..	4,175	78 4 4	..	78 4 4	
..	1st ..	2,061	75 7 11	..	75 7 11	A Reserve is attached to each Division, "A" to "Y," with a weekly allowance of 4s., 3s., and 1s. 6d. respectively to Inspectors, Police Sergeants, and Police Constables.
..	2nd ..	5,679	62 11 6	..	62 11 6	

* Employed in Her Majesty's Dockyards.

(2.) CRIMINAL INVESTIGATION DEPARTMENT.

Rank.	Class.	Authorized Number, April 1, 1882.	Minimum Rate of Pay per Annum.	Annual Increment.	Maximum Rate of Pay per Annum.	Remarks.
			£ s. d.	£ s. d.	£ s. d.	
Chief Superintendent ..	..	1	450 0 0	10 0 0	550 0 0	The Chief Superintendent and Inspectors receive an allowance for plain clothes of £15 per annum, the Sergeants £10 per annum, and the Constables 7s. weekly.
Inspectors ..	Chief ..	3	300 0 0	10 0 0	350 0 0	
..	..	1	226 3 5	..	226 3 5	Sergeants and Constables receive cash or a money allowance instead, viz.—
..	..	3	200 0 0	5 0 0	250 0 0	
..	1st ..	17	150 0 0	5 0 0	180 0 0	Married men, 6d. per week. Single " 3d. "
..	..	1	133 0 0	5 0 0	158 0 0	
..	..	14	120 0 0	5 0 0	140 0 0	A Reserve is attached to each Division, "A" to "Y," with a weekly allowance of 4s., 3s., and 1s. 6d. respectively to Inspectors, Police Sergeants, and Police Constables.
..	Local ..	5	120 0 0	5 0 0	135 0 0	
Sergeants ..	1st ..	25	134 0 0	5 0 0	159 0 0	A Reserve is attached to each Division, "A" to "Y," with a weekly allowance of 4s., 3s., and 1s. 6d. respectively to Inspectors, Police Sergeants, and Police Constables.
..	..	27	128 0 0	5 0 0	153 0 0	
..	2nd ..	30	108 0 0	..	108 0 0	A Reserve is attached to each Division, "A" to "Y," with a weekly allowance of 4s., 3s., and 1s. 6d. respectively to Inspectors, Police Sergeants, and Police Constables.
..	..	38	78 4 4	..	78 4 4	
Constables ..	1st ..	28	75 7 11	..	75 7 11	A Reserve is attached to each Division, "A" to "Y," with a weekly allowance of 4s., 3s., and 1s. 6d. respectively to Inspectors, Police Sergeants, and Police Constables.
..	..	2	62 11 6	..	62 11 6	

(B)—MEMORANDA RELATING TO ACCOMMODATION IN BARRACKS FOR MARIED MEN.

(1).—Extract from a Letter to Mr. Hobbs from Sir E. Y. W. Henderson, K.C.B., Commissioner of the London Metropolitan Police.

We have only 259 married men living in quarters, and 7,305 in private lodgings; the former, no doubt, have an advantage, as their rent is less than what they would have to pay elsewhere. The Police Fund loses considerably on these quarters; but it is money well spent, and I should gladly see the system greatly extended. The great difficulty in the interior divisions is that of land, which it is

very difficult to get, and the prices asked enormous. No doubt the married men are heavily handicapped.

(2).—*Reply given by Chief Inspector Cutbush, of the London Metropolitan Police, to Questions sent him by the Dublin Metropolitan Police Committee of Inquiry.*

1. What would you say is the average weekly rent paid by the married men for their lodgings when they are not accommodated in the blocks of buildings?—The average weekly rent paid by each man throughout the service is as follows: Inspectors, 10s. 6d.; sergeants, 7s.; constables, 5s.; with a tendency to increase.

2. Would this rent be in excess of the rent he would have to pay for the same number of rooms in the blocks of buildings?—Yes. The following scale being the highest rate paid by each man occupying married men's quarters: Inspectors, 5s. 6d. per week; sergeants, 4s. per week; constables, 3s. per week; for which one sitting-room, two bed-rooms, with kitchen or scullery, are provided. Any married man desiring an extra room is charged for same at the rate of 6d. per week for every 50 superficial feet.

3. If a married man takes a house, is he at liberty to let part of it to lodgers?—Yes.

4. What percentage of the force are married, approximately?—About 72 per cent. of the whole force are married.

5. What percentage of the married men are accommodated in blocks of buildings?—About 3½ per cent. of the married men are accommodated in police quarters.

(Signed) C. H. CUTBUSH, Chief Inspector.

(C).—EVIDENCE GIVEN BY MR. R. WALKER, DISTRICT SUPERINTENDENT, BEFORE THE DUBLIN METROPOLITAN POLICE COMMITTEE OF INQUIRY, 1882.

(1).—*Amusements, &c.*

889. *Mr. Morris*.—What inducements in the way of amusement or occupation have the police—without going into minute particulars—to occupy their time, and to give them legitimate recreation, so as to induce them to avoid as much as possible the public-house in London—attached to the barracks, or in any other way?—A police library was established many years ago, and is added to continually, for the amusement of both the married and single police. Books are issued weekly, on pay-day, to the officers. That is one source, but there are a number of sources of amusement open to the police. In the police station there is a reading-room and a billiard-room—if the police station be a large one—supplied at the cost of the police funds for the amusement of both single and married men who choose to go there.

890. *Mr. Holmes*.—And at whose expense is the library maintained?—The library is maintained at 1d. per month from each man.

891. Is that contribution compulsory?—Yes, that is compulsory.

892. And the reading-room of the barracks, at whose expense is that maintained?—That is maintained at the expense of the Commissioner, I mean so far as the tables and chairs are concerned, but each constable provides his own stationery.

893. How do you mean that it is maintained at the expense of the Commissioner?—I mean at the public cost. The billiard-room, loggello-boards, and all the smaller matters are supplied at the public cost.

894. *Mr. Morris*.—And are there canteens attached to any of the barracks?—No canteens.

895. And from what source do the men get their drink who mess in barracks?—Usually by a neighbouring publican sending in one of his waiters at meal-times with ale or porter, and the men can get it as they choose to pay for it there and then.

896. Can they supply themselves with liquor between meal times?—They can, but not in the section-houses. No drinking is allowed in any of what we call the public rooms—the library, or reading and billiard-rooms.

897. *Mr. Holmes*.—Is it the case that all the stations or section-houses are furnished with libraries, reading-rooms, and billiard-rooms?—Only where there are ten constables resident. We give a reading-room for ten, and a billiard-room for twenty men where the space admits. The Commissioner will supply a billiard-table for twenty men.

898. But in every station-house they are supplied with a library for ten men, and a reading-room and billiard-room are provided for twenty men if the space permits?—Yes. And the library-rooms is used for the instruction of the men, where the schoolmaster comes to teach.

(2).—*Boots.*

719. *Mr. Holmes*.—Are boots included in the uniform?—Yes.

720. Are the boots supplied as in the case of the army?—By contract.

721. By contract?—Quite so; and always have been, I may add.

(3).—*Barrack Accommodation.*

703. *Mr. Holmes*.—Can you tell us the number of barracks within the metropolitan police area proper, and, approximately, the average number of men accommodated in those barracks?—The number of barracks is 160, and the number of police residents paying rent in the various barracks is, according to size, from five to sixty men.

704. Are all single men accommodated?—No. Four-fifths of the single men are accommodated in barracks as near as possible.

705. Is it the case that there are blocks of buildings attached to most of the police barracks to accommodate married men and also single men who cannot be accommodated in the barracks?—Only in two cases are there blocks of buildings prepared for the police as yet.

706. Where are they?—In the M and X Divisions.

707. In what parts of London are they situated?—At Southwark and Paddington.

708. Is it the intention to provide all barracks with similar blocks of buildings?—The difficulty of obtaining sites has been the principal reason for delay. Then, again, the expense would be so great, and the small charge for rent would be almost infinitesimal towards paying a moderate interest for advances from the Treasury. These have been the principal causes of prevention during the fifty years that the force has been in existence.

722. As he receives no allowance, will you tell me what deductions there are from the maximum pay of 62*l*. 11*s*. 6*d*.?—1*s*. per week for lodging-money.

723. Then you say he is provided with accommodation in the section-house?—Yes; beds and all articles for his use, for kitchen use, and the like, are included in that 1*s*.

724. Then it includes fuel for kitchen purposes?—Yes. Lodging and kitchen coal allowance.

725. Is that the only deduction that is made from his pay?—That is the only deduction that is made from his pay. All that he requires—if I may add this—is just to provide himself with food, and that is done in messes, and the persons who cater for the constables are paid privately by the police out of their own funds.

726. Then, practically, a third-class constable has 2*s*. to spend?—He has 2*s*. less super-annuation.

727. Now we will go to the case of married men. First of all, may I ask you whether a man can get married when he likes, or is the leave to marry limited to men who have passed a certain period of service?—He can get married when he thinks fit.

728. Do married men get any allowance in addition to their pay?—They receive an allowance for coals, as stated in the Return on the right-hand column. Sergeants and constables receive coals or a money allowance instead of 4*d*. per week.

729. Why do the married men receive an allowance for fuel, when the single men have to pay for their fuel?—The single men are provided with coals.

730. But there is, I understood you to say, a deduction of 1*s*. per week to cover rent and fuel?—Yes; the 1*s*. per week is for lodging and fuel.

731. Then the single man has to pay for lodging and fuel?—Yes.

732. But you have just told me that a married man gets an allowance of 4*d*. a-week for fuel?—Yes.

733. Why should the married man be in a better position than the single man in regard to that allowance?—That is a very wide question. I should add that there is an allowance of 3*d*. per week for fuel to single men living out of the section-house. A constable in barracks has to conform to regulations. Time to rise, not time exactly to go to bed, but to be in his section-house within certain hours. The object of that is, that in case of a demand for additional assistance in the streets, a single man may always be at hand and be ready to turn out when called upon. That is what the married constable does not suffer from. During the period that he is off duty, except on great occasions or emergencies, the married man is never called out into the streets. It is only the single man's services that are sought, and therefore we place the single constable in a better position than the married one, by reason of having to submit to those regulations.

734. *Chairman*.—Does any portion of the 1*s*. go to the supplying of fuel in the section-house, or does the Government supply it?—The Government supplies an allowance of so many pounds of coals a week for firing.

735. There is, then, no deduction from the constable in the section-house?—Yes; the fuel is provided.

736. The 1*s*. is for rent?—Yes. The married police living in stations have to provide their own fuel; the single men living in them are provided with fuel.

737. *Mr. Howell*.—What you have told us with regard to the pay, allowances, and deductions, in the case of third-class constables, applies also to the first and second-class constables?—Quite so; there is no difference.

738. Is there any difference with respect to the sergeants?—Single sergeants are upon the same footing as single constables. The married sergeants stand upon the same basis as the married police, and upon the same rates.

739. As regards lodging?—Yes.

740. The same deduction of 1*s*. per week is made from the sergeant's pay as from the constable's?—The same, when living in the section-house.

1019. And what does it come to on an average per week for breakfast, tea, and supper?—5*s*. or it may be 6*s*.

1020. Then the total cost for food would amount to from 13*s*. to 14*s*. per week?—14*s*. per week at the outside.

1021. Then the constable who lives in the section-house has nothing further to pay under the head of board and lodging, except 1*s*. a-week, which is deducted from his pay for rent?—Quite so; and those who cater are paid out of the men's pockets.

1022. Does the 1*s*. a-week for station-house purposes include the caterer?—Not "station-house purposes." The deduction has nothing to do with station-house purposes; the deduction is made by the Government for his lodging, for his bed, and for his fuel. I mean that it goes into police funds, the 1*s*. per week that he pays, and for this he is provided with lodging, bed, firing, and the making of his bed.

1023. Is he also provided with a servant? Does that deduction also go to pay the wages of a servant for cleaning the station-house?—The servant who makes his bed and cleans his room is paid for by the Government. The money includes the cost of cooking, service, and food.

1024. By service you mean the catering?—Yes.

1025. You have just told us that the cost of living in the section-house comes to about 13s. to 14s. a-week. Can you tell us what the average cost of lodging is for single men living out of section-houses?—A single man living, as he can, out of the section-house, pays 2s. 6d. per week.

1026. Then the single man who is not accommodated in the section-house is in a worse position than the man who is accommodated there?—He has to pay for everything.

1027. Is the 1s. a-week stopped from a single man not living in the section-house?—No; he is in a much worse position than his fellow who lives in the section-house, and he consequently prays week after week that there may be a vacancy in the section-house, and that he may be taken in.

1028. Because then he would have to pay only 1s. per week?—Yes; he would have to pay only 1s. then, and he would have many comforts.

1029. The difference between 1s. and 3s. 6d. is very important to him?—Yes; it comes upon a young man very hard, and is apt to induce him to leave the police quickly, as many young men do before the end of three months, because they are sent to live at a coffee-house, or as best they can, which, to a single young man from the country, is anything but comfortable.

(4).—*Deduction for Superannuation Fund.*

979. *Mr. Holmes.*—Is it not the case that there is a deduction of 2½ per cent. made from the pay of all the ranks to provide for a pension fund?—2½ per cent. and 2 per cent., according to rank.

980. *Chairman.*—Still?—Yes, still; 2½ per cent. from the pay of superintendents and first and second-class inspectors, and 2 per cent. from the pay of third-class inspectors and sergeants and constables.

981. *Mr. Holmes.*—And that deduction is intended to provide a pension fund?—It goes towards a pension fund, but never provides for such a fund.

982. To what extent does it go?—Oh, to a very small extent, the rest being supplemented from the Consolidated Fund.

983. Would you consider it advisable to abolish this deduction?—No, I would not.

984. You would not abolish the payment of that small percentage towards the Pension Fund?—No, I would not. It is the strongest incentive to keep men in the police, the weekly deduction of a small item from their pay to induce them to look forward to pension.

985. In other words, if they were dismissed from the force they would forfeit, I understand, that small reduction entirely?—It is, in a case such as you mention, entirely forfeited.

(5).—*Duties (ordinary).*

831. *Mr. Morris.*—Would you now be good enough to give us an account of the duties performed by the various officers of police, with the average number of hours that the constables are on duty, and any other information that you think would be useful as bearing on the present inquiry?—Constables, on joining the service, are placed, for the first month, upon a short probation in the police section-houses, there to learn the system of duty that they will afterwards have to carry out. After that time they pass into the ranks, usually for duty by night. The police duty is carried out by two bodies of constables appointed for day and night duty month by month. The duty by night being the principal duty, when the largest amount of protection has to be given, commences at 9.45 p.m. and ends at 6 a.m., that is eight and a-quarter hours. The day duty is performed in two reliefs. The day duty portion is divided into two bodies of men, equal in strength. The first half of the day duty commences at 5.45 a.m., and the relief ends at 10 a.m. The second portion of the day duty relief takes up the duty at 9.45 a.m., and is relieved at 2 p.m. The first section again commences at 1.45 and ends at 6, and the second portion takes up the duty at 5.45 and ends at 10 p.m., when they are relieved by the night duty men.

832. The night duty is, unlike the day, done at one stretch?—Yes, it is done in one stretch, while the day duty gives four hours right on to the day police, usually about one-third of the strength, two-thirds being upon night duty, and one-third upon day duty.

833. Do the men at night walk in couples?—In very few instances.

834. *Chairman.*—Even in the crowded parts of London?—No, they do not.

835. *Mr. Holmes.*—When a man is off duty, in the case of the day and night reliefs, is he at liberty to go where he likes and do what he pleases until his next duty comes on?—He is at liberty to go where he likes and do what he pleases. He must conform to the police rule, and always be ready to be found when wanted. He must not follow any occupation. During his hours of rest he must rest to prepare for his next tour of duty. No man must leave his division without special leave.

836. *Chairman.*—You say that no man can have any other occupation?—He is not to follow any other occupation, according to the conditions.

848. *Mr. Morris.*—Now, going a step higher, what are the duties of the inspector?—The duties of the inspectors are equally divided between the station and patrolling. Their tours are by day and by night, as with the rest of the police, but their hours are from 9 p.m. until 6 a.m., and from 9 a.m. until 9 p.m., leaving three hours in the morning to be performed by sergeants, taken, according to fitness, from the street duties.

849. In other words, he does twelve hours day duty, and he does nine hours night duty?—Yes, Sir.

850. That is, turn about 1½—Month about.

851. *Chairman*.—The inspectors' duties, you say, are always in the station?—In the station is their principal duty. There are always two inspectors, one in and one out, and who relieve each other according to the size of the sub-division. They are out four hours if it be a large one, or three hours if it be small.

852. In other words, there is one inspector always on duty at each station, and there is another inspector always patrolling in the streets for twenty-one hours out of the twenty-four?—Yes.

853. The three other hours being done by sergeants?—Yes.

854. *Mr. Hobbes*.—How many stations are there usually in an inspector's district?—Only one station in his district. The inspectors are all confined to separate stations—in other words, to separate sub-divisions. The constable has a beat, the sergeant a section, and the inspector a sub-division; and the sub-division contains the police-station, where the inspector performs duty, and where all the police attached to that station parade. There are four inspectors attached to each large station—two upon day duty and two upon night duty—one in and one out; and in the less important stations two inspectors and two station sergeants perform the duty—one of each rank together.

855. Now, would you kindly inform us as to the duties of the superintendents?—The duties of superintendents are left to their own judgment. No hours of duty are laid down for them. They are simply in charge, to be in their offices when required, and to visit their stations as they think necessary.

(6.)—*Discipline (Fines, &c.).*

856. *Mr. Morris*.—Would you now deal with the subject of fines inflicted on the members of the force for breaches of discipline, and so on? Who has authority to fine a man for either misconduct, breach of discipline, or drunkenness?—The superintendents are allowed to fine the constables to the extent of two days' pay.

857. *Chairman*.—Is that the maximum amount for any offence?—Yes; for any offence.

858. *Mr. Morris*.—Can he fine the sergeants?—No.

859. His authority is confined to the constables?—Yes, in the matter of fines and stoppages.

860. Who has authority to fine the sergeants?—The District Superintendent.

861. And who has authority to fine the inspectors?—The Commissioner.

862. *Mr. Holmes*.—And is it in every case limited to two days' pay?—The District Superintendent can fine to the extent of four days' pay. That is the maximum.

863. That is in the case of the sergeants or constables?—Two days' pay by the superintendents for the constables, but the District Superintendents can fine four days' pay in the ranks of sergeants and constables. All fines from an inspector must be by the Commissioner, to whom the district superintendent appeals in the cases of serious charges against the inspectors.

864. You have then told us that the superintendents can fine the constables two days' pay, but that the District Superintendent can fine men of that rank four days' pay. In what cases does the District Superintendent intervene?—The superintendent, when he thinks fit, appeals to his district superintendent in cases of serious charges against his men upon his morning report.

865. *Chairman*.—I am only speaking of changes in which the right men would be engaged?—Yes. Nothing has been said as yet of reduction in class in consequence of misconduct, a very common occurrence with us. A District Superintendent can reduce in class, but a superintendent cannot. The Commissioner can reduce two classes, I can only reduce one for misconduct; and my reduction must be for a fixed period—three, six, or twelve months. The Commissioner might reduce for two years, or beyond that time.

866. The Commissioner has not the power to degrade beyond the two years?—I won't say he has not the power, but the Commissioner usually degrades for a long period, after which the man rises by rotation to his former grade from which he has been removed.

867. Would he go to the bottom of his former grade, or take his former position?—He would go to the bottom of his former grade. The Commissioner revises such reductions every time, and, it may be, extends them. I mean that the Commissioner assumes that power.

868. In fact, has an appellate jurisdiction over yours?—Yes, to lengthen my period, or, in fact, to change my decision altogether.

869. *Mr. Morris*.—Or to vary your decision?—Yes. Or the officer may appeal from my decision to the Commissioner, who may confirm it or otherwise. If the man prefers to be seen by the Commissioner, he is at liberty to do so.

870. The Commissioner assumes the settlement, and his decision is final?—Yes, it is final. There is no appeal from the Commissioner.

1196. *Chairman*.—I wish to ask you what are the average fines in the London metropolitan police for ordinary and trivial breaches of discipline, not involving serious criminality, insubordination, or serious breaches of discipline?—The usual course is for the superintendent to reprimand and admonish.

1197. In the first instance?—Yes, in the first instance. If a repetition of the neglect follows, he will fine 1s., seldom more.

1198. Then the first offence is only 1s.?—The first offence is always a reprimand and caution, the second is a small fine, usually to the extent of 1s.

1199. *Mr. Holmes*.—Is that the case even if the first offence be drunkenness?—The first offence of drunkenness is always met by a fine of 5s.

1200. *Chairman*.—Without any reprimand?—With a reprimand. The first offence of drunkenness is always fined 5s., no less.

1201. In ordinary breaches of discipline of a trivial nature the course usually is to reprimand, and and if there is a second offence—a similar offence, a mere trifling breach of discipline, the first penalty is 1s.?—Yes.

1162. But in a case of drunkenness, for the first offence the punishment or penalty is 5s. fine and reprimand?—Yes, and a reprimand always accompanies the fine. The second offence of drunkenness usually entails the loss of two days' pay.

1163. In all grades?—We, as a rule, never find drunkenness in any other grade than that of constable. Drunkenness in the case of a sergeant would, in all probability, bring reduction of rank, unless his conduct had been for many years good. If a man is reported for drunkenness he is sent before the District Superintendent—usually sent before the district superintendent, the superintendent having no power to punish a first drunken report without asking permission. The district superintendent deals with the constable according to his general character. A fine of three days' pay always follows a second or third drunken report, along with a reprimand and strong caution as to the future. If the conduct of the constable has not been generally good, the District Superintendent may fine him four days' pay, the full extent of his power to punish.

1164. Mr. Holmes.—Then the limit of the punishment that the District Superintendent can impose is a fine of four days' pay?—Yes, four days' pay. In case the constable has suffered by absences in the face or the like so as to unfit him for duty, he is suspended until reported by the divisional surgeon fit to resume duty, and then he comes up upon the original report.

1165. Does his pay go on during that time?—Suspension at once stops the pay during unfitness, and he comes up to be dealt with upon the original report. A step beyond that still. A long-continued course of misconduct, the constable being in either the second or first grades of his rank, is followed by reduction of class, imposed by the District Superintendent, but which must be approved by the Commissioner afterwards.

1166. You mean habitual drunkenness?—Yes, habitual drunkenness, and latterly the Commissioner has directed that in no case shall a constable be reduced without the district superintendent or the Assistant Commissioner fixing the period to be reduced.

1167. In all cases that has to be done?—Yes, from six months to two years.

1168. Chairman.—Are those fines recorded as against the man's pension?—They are recorded against the man, and they may affect his pension.

1169. As a rule do they?—As a rule they do not.

1170. Mr. Morris.—It depends upon the class of offences, I suppose, for which the fine is inflicted whether it militates against his pension or not; if it is a very serious offence it does, I suppose?—Yes, all reports are recorded.

1171. Supposing a man oversleeps himself and is not in time at the police-court; or supposing a man forgets any particular documents, these are all positions of discipline for breaches of which he is pulled up, or may be fined, but in no one of these cases would there be any difference in the man's pension, I suppose?—If he fails to attend at the proper time for duty, the Inspector on duty cautions first, and there is no record. If he repeats that twice or three times, he appears before the superintendent, who reprimands and cautions again; but if this neglect goes on the superintendent then fines, and that is recorded against him upon his defaulter's sheet, and goes to the end of his police career. Every entry upon the morning report—the daily morning report—affecting a constable, and proved against him, is entered upon the defaulter's sheet, and is carried along with him to the end of his career if he be thirty years in the service.

1172. Mr. Holmes.—If a man be reduced for any period, long or short, may he, by his subsequent good conduct, re-instate himself in his original grade?—Certainly. I do not think, from my point of view and past experience, that the Assistant Commissioner acted with due consideration towards this man; but the constable had no appeal.

1173. Chairman.—Can any person under your position in the force fine a man for these ordinary and trivial offences, or for such a case as you have just mentioned?—No; the superintendent can fine in the case of the first drunken report with sanction, and the second he must refer to me. An Inspector of police has no power to reprimand, much less fine, a man.

(7).—Fuel Allowance.

923. Mr. Holmes.—Am I quite correct in assuming that the Government supply the station-houses with all the fuel that is requisite, not only for the guard-room, but for kitchen purposes?—Quite so.

924. And that the men are at no expense under the head of fuel?—At no expense for fuel; but it may happen in the smaller section-houses, at distant parts where the allowance for fire is too small, that the police have to purchase coal to supplement the allowance.

925. What is the allowance during the winter months?—If you will permit me to say it, the coals for the single men are kept separate from those required for the station and reading-room fires, at all stations where there is collation to admit of its being done; coals are not supplied for the use of married and single men living out of the section-house. A money allowance in lieu of coals is substituted, namely, to married men, 4s. a-week; to single men, 3s. 6d. per week.

926. But I am dealing now with the station-house fuel?—The following are the regulated allowances for police living in the section-houses: 40 lbs. weekly to each married man during the year, and 40 lbs. weekly to each single man during the winter, and 20 lbs. weekly to each single man during summer. For office, station, and reading-room fires, 320 lbs. weekly in winter, and for the charge, reserve, and inspector's room at each inspector's station, 160 lbs., or half, weekly, in summer. For the charge-room at each sergeant's station (a less important one), 200 lbs. weekly in winter, and 100 lbs. weekly in summer, and for the superintendent's office—so much.

927. Don't you think that the allowance of 4s. a-week to married men who do not live in the section-house is a very small one, and, in fact, quite inadequate?—Quite inadequate.

928. Do the men complain of it?—They do not.

929. How come it to be fixed at so small a sum as 4s.?—It was upon the estimated cost of coals provided for the police generally.

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930. But surely an allowance of 4d. a-week only amounts to 17s. 3d. a-year, which, at the price of coal in London, would not be sufficient to purchase a ton?—No, being the present cost of coals as paid to the contractor.

931. I do not understand you?—That is to say, a contractor supplies all the coals for the police service at the lowest market rate; and it is expected that the police will be able to furnish themselves with coals at a smaller rate in their lodgings as that paid to the contractor.

932. Yes, but a family would burn more than a ton of coal in the year?—It is totally inadequate, I know.

933. *Chairman*.—At the present price of coals in London—say that you would get them at from 16s. to 18s. a ton—what would you say would be a fair average allowance?—1s. per week all the year round for one tin.

1187. *Mr. Hobson*.—Speaking generally, is the fuel which is supplied at the public cost sufficient to meet the requirements of the men?—Yes, in all the large stations, and only insufficient in small stations in the exterior districts.

1188. *Chairman*.—In out-of-the-way stations where a small number of men are located?—Yes.

1189. *Mr. Hobson*.—What rooms in the station-house are supplied with fire?—The charge-room, the library, the reserve-room, and the kitchens (two), as a rule.

1190. Are the bed-rooms in which the men are sleeping supplied with fire in the winter months?—No.

(8).—*Gratuities received from the Public.*

921. *Mr. Hobson*.—It has been asserted by Constabulary witnesses examined before the other Committee (the Royal Irish Constabulary Inquiry Committee), of which I am a member, that the police in London are in the habit of receiving "tips" from the public for services rendered by them—such as, for instance, calling persons in the morning—and that the amount which a policeman receives from this source comes to a considerable sum at the end of the year; is this the case?—It is not the case; no money is allowed to be taken by a constable for any service for special duty, unless it passes through the hands of his superiors, but in no case is it allowed or granted for calling persons up in the morning.

922. And is that considered part of a policeman's duty?—Yes, quite so; to serve the inhabitants to the utmost of our power. Neither in money nor in kind do the police receive what might be termed "bribes."

(9).—*Married Men (Lodgings, &c.).*

825. *Chairman*.—What are the regulations as to marriage in the force? Can men marry when they please?—Yes.

826. Do they require to have the consent of their superiors?—Yes; the consent of their superiors.

827. And if a man marries without consent is he in default?—He would be reported; but I have never known an instance where anything more than an admonition has followed from marrying contrary to orders. The practice is, when a man wishes to marry, he submits a written request to the superintendent, which enables the constable to leave the section-house and live in private apartments.

1009. *Mr. Hobson*.—Do the married men of the force complain that they do not receive a lodging allowance?—Before the present scale of pay was granted, the married police were very desirous of receiving a lodging allowance. The present scale of pay, however, appears to have set that claim aside in a great measure. The grounds of refusal would be the difficulty of meeting a claim for additional pay from the single men, they probably thinking themselves aggrieved by a married officer receiving an additional rate to themselves, and the Commissioner, with all willingness to meet such a claim on the part of the married men, felt that it would raise another claim that it would be very difficult to set aside; and, further, that by giving a lodging allowance to the married police it would induce many more marriages than would be advisable for the good of the service.

1010. But, then, I understood you to say, at an earlier part of your evidence, that you rather wished the men to marry, because it wedded them to the force?—After ten years' service we prefer men marrying, for this reason, that men when they reach that period of service hardly get on comfortably with the young men who are drafted into our section-houses.

1011. Do you think that this would be expedient—to allow men to marry when they like, but not to give them any lodging allowance until after ten years' in the force? Would not that induce men to put off marrying until they saved a little money, and induce habits of profligacy and so forth, and at the same time keep men in the force?—Personally, I object to a lodging allowance for married men. I think it is better to give pay for the whole service, and leave the married man to fight his own battle upon the rate that he enters and obtains by good conduct. A badly-conducted married constable would still receive the allowance, and that would be contrary to the interests of the service. You can see that quite easily.

1012. And then, too, the rates of pay are fixed, not with a view to enabling a man to marry, but with a view to enabling a man to live comfortably, and it is his own look-out if he marries, and he must count the cost of such a step?—The rates of pay are fixed to enable them to live comfortably and to retain them in the service.

1034. Are the lodgings of the married and single men inspected by the police?—The lodgings of the married police are frequently inspected by the inspector, and the lodgings of the single police are inspected daily by the inspector, weekly by the superintendent, and quarterly by the District Superintendents, throughout the service.

1191. *Mr. Holmes.*—You told us that the cost of messing comes to about 8s. a-week; what expenses exactly are covered by this sum?—All that is purchased for the daily dinner, the cost of food and the cooking of the food, and the cleaning of the kitchen.

1192. The cost of the food, the payment of the cook, and the cleaning of the kitchen?—Yes.

1193. You also told us that the cost of the men's breakfasts and suppers comes to about 5s. or 6s. a-week; can you tell us whether the men take meat at those meals?—As a rule, the men take meat, but the men of the different countries have peculiarities in regard to the eating of meat. The Irishman does not, the Scotchman seldom, the Englishman always.

1194. But you think that the allowance of 5s. or 6s. a-week for those two meals of breakfast and supper is sufficient to provide them with meat, if they like it?—Yes, ample. The Irishman is the more saving of the three. The dinner, I may add, is so ample that many of the men cannot eat the quantity supplied to them, and they put a portion away into their lockers for supper.

(11).—*Pay (see also "Provision").*

715. *Mr. Holmes.*—In the Return of rates of pay—I will begin with the last class—I see that in the case of a third-class constable, his maximum rate of pay is 62*s.* 11*s.* 6*d.*?—Yes; he has 24*s.* per week.

716. He receives that upon becoming an effective member of the force?—Within fourteen days of his joining the force.

717. Taking that as the maximum pay, what allowance does he receive in addition?—If he is a married man, nothing.

718. Take the case of a single man first?—He receives no allowance, except his uniform, of course.

741. We have now dealt with sergeants and constables, and come to the grade of inspectors. Will you kindly give us any information in your possession as to the pay, allowances, and duties of the members of that grade of the service?—Would you allow me to point out an important matter connected with the constables before proceeding to the higher rank?

742. Certainly; we shall be very glad if you do so?—The second class receives 27*s.* per week after three years' service.

743. A man is in the third class for three years before he gets into the second?—Yes; before he gets into the second, and after three years' service he receives 27*s.* per week.

744. Then he is certain to rise to the second class after three years' service if he conducts himself properly?—Quite so. And after eight years' total service he is advanced to 31*s.* 10*s.* per week, which places him in the first class, conduct being good. The total service is eight years.

745. Then after eight years' service a man is in receipt of 30*s.* a-week?—Yes; conduct being good.

746. Subject, of course, to the deduction of 1*s.*?—Quite so, if he is living in the section-house.

747. *Chairman.*—That runs throughout the force?—Yes.

800. I see there is a note in the margin of the printed Return as follows: "A reserve is attached to each division, A to Y, with a weekly allowance of 4*s.*, 3*s.*, and 1*s.* 6*d.* respectively to inspectors, police sergeants, and police constables." What is the meaning of that?—A reserve of selected men exists in each of the twenty divisions of usually thirty or forty police, according to the divisional strength. There is an inspector placed over these men, and so many sergeants, according to the number of constables, and those officers receive the weekly sums stated in the note to which you have referred: 4*s.* the inspectors, 3*s.* the sergeants, and 1*s.* 6*d.* each constable, while upon the reserve. It is a mark of advancement for good conduct and general fitness, a selection that is thought much of in the service by the men wearing what is called the "double letters," A R, B R, C R, and so on, meaning A Reserve, B Reserve, and C Reserve.

801. In fact, it is a kind of step in the service?—Precisely; but not giving a man any advantage for rising to a superior grade. They must be steady, smart, sober men; and those men, therefore, forming the reserve are sent out on all special occasions, Her Majesty's drawing-rooms, levees, State balls, race meetings, and so on. All the special duties are carried out by the "reserve" men without touching the men of the rank and file.

1013. *Mr. Holmes.*—Do many men remain constables all their lives?—Many men remain constables to the end of their career.

1014. What percentage of the class?—It is impossible to tell.

1015. And you think that, as a rule, the men in all grades can, with common prudence, live comfortably within their pay?—Yes, they can live comfortably; and if there be periods of great trouble—loss of wife, loss of children, or other calamity—the invariable rule is to appeal to their brother officers for help, which is willingly and readily given.

1016. Now, tell me, is it within your experience that men in the classes of constables save money while single?—When they reach the second class, but not before, they begin to save; they begin to take advantage of the Post Office Savings Bank, and it is a daily occurrence for the Post Office letter to come to one or other of the single men in the sections.

1017. That is to say, they begin to save when their weekly wages amount to 27*s.* per week?—They begin to save then; they cannot spend it, unless they are spendthrifts.

1018. But with the legitimate expenditure of a policeman, and making himself happy and comfortable, he can save money when he becomes a second-class constable?—Yes; a constable in the section-house has one mess per diem with his fellows, that is his dinner. He provides himself with the materials for his breakfast, for his tea, for his supper—these being retained in his own locker—bread, butter, bacon, tea, coffee, and so on. But his dinner is provided for him out of the mess, the general mess of the house, regulated by a mess-master, each of the senior officers taking it in turn,

month about, who regulate the supplies, are responsible for their payment, for the mess-books, &c., are inspected by the inspector, and initialed by the superintendent, and laid before me every time I visit each section-house. The fact is that the 7s. or 8s. per week for the dinner is all that comes out of the constable's pocket, excepting the materials for his breakfast, tea, and supper.

(12).—Pensions.

914. *Mr. Holmes*.—What is the usual course as regards pension in reference to men permanently disabled, having incurred injuries in the discharge of their duties?—In cases where a constable is permanently injured and under fifteen years' service, that is, not entitled to pension, he is brought before a Board consisting of one of the Assistant Commissioners, one District Superintendent, and the superintendent of the division to which the constable is attached. This Board have the constable before them, and the result of that Board is to recommend a certain pension for twelve months, when the constable is to be examined at the end of a year from the date at which he receives the pension as to his fitness to resume duty, and in every case at the expiration of one year he is to be re-examined again. That rule has reference to constables under fifteen years' service. The result is that he receives his pension on the recommendation of a Board of superior officers.

915. What may be the scale of pension; is it in reference to his period of service?—Yes; and with reference principally to how far he may be able to support himself or to add to his support when he leaves the police.

916. Then a man permanently disabled gets a pension to enable him to live?—Yes.

917. *Mr. Morris*.—Can you tell me whether the police force, as a rule—taking the whole body particularly the sergeants and constables and the lower grades—whether they are at present and have been in a contented or discontented state in London?—No discontentment exists in the London Metropolitan Police on the subject of pay, allowances, or general government. The only question at this moment that causes irritation throughout the London police is on the subject of pensions.

918. And they would like, I suppose, to have the scale of pensions improved?—In order to obtain from the sergeants and constables freedom in the expression of opinion with regard to what they would wish as to pensions, the Commissioner has allowed the men to meet in the several section-houses, whence delegates come from various divisions, and to talk over the question and come to an understanding as to what their wishes are as regards pension, and these the Commissioner promises to submit to the Secretary of State.

919. *Mr. Holmes*.—Then, in point of fact, the question of pensions is practically an open one in London at the present moment?—Yes, perfectly open.

920. *Chairman*.—You say that the men discussed the question at the several stations, and at meetings at which delegates from the different divisions were present?—Yes, and by permission of the Commissioner himself.

921-947. *Mr. Holmes*.—Now that you have touched upon the subject of pensions, will you be good enough to tell us what is the present scale of pensions for the London police?—On fifteen years' service completed a pension of fifteen-fifths of the pay may be granted, and for each year of service completed up to twenty years an additional fifth of the pay; from twenty to twenty-five years completed, two-fifths for each year, and from twenty-five years one-fifth for each year to twenty-eight years complete, when the pension will be two-thirds of the pay.

948. Are the men satisfied with this scale?—They are not, and they strongly wish that the original scale of pensions may be gone back to—those which were granted previous to 1862.

949. And what was the original scale of pensions?—I refer to the scale of pensions granted to police who joined the service prior to 1862—of pensions for life, after fifteen years' service, fifteen-thirtieths of salary.

950. *Mr. Morris*.—That is one-half?—Yes. After twenty years' service, sixteen-thirtieths; after twenty-one years' service, seventeen-thirtieths; after twenty-two years' service, eighteen-thirtieths; after twenty-three years' service, nineteen-thirtieths; and after twenty-four years' service, twenty-thirtieths—two-thirds of the pay.

951. *Mr. Holmes*.—Was that the maximum?—Yes, that was the maximum, and no pension to exceed two-thirds of full pay except for injury on duty.

952. Under what Act was that?—Under the original Act of 1840.

953. *Mr. Morris*.—Might I ask you upon this particular point—if a man served twenty-four years under the old scale, was he entitled to retire as of right, or had he to serve still further on in case he was in good health?—There is no entitling to retire in any grade of the police known under 60 years of age.

954. And am I to understand also that the police force in London, although they are now seeking to improve their present retiring pensions, do not ask any improvements as to retiring at a younger age than 60 as a right?—Their hope is that they may be allowed to retire after twenty years' service without the surgeon's medical certificate.

955. *Chairman*.—As a right?—Yes.

956. And now no man under 60 can retire without a medical certificate?—Yes.

957. And without the concurrence of his superiors?—Yes.

958. *Mr. Holmes*.—Do you not think that, unless a policeman has attained the higher ranks of the force, at 60 years of age, he is hardly likely to be fit for his work at that age?—The instances are few where constables, sergeants, or inspectors ever reach the age of 60 in the police.

959. Do I understand you to say that they break down before that period?—I do not think at this moment that any officer of the three lower grades has reached the age of 60 years; 45 years or 50 are the times for giving way.

960. Then, in your opinion, would 50 years be a better limit for retirement than 60 years?—Yes, I think so. That is my personal opinion.

961. And that it would be reasonable to allow a man to retire either after thirty years' service or having attained the age of 50 years?—Yes, certainly, 50 is out of the question.

962. You have now given us the existing scale of pensions, and also the scale that was in force before 1862?—Quite so.

963. I presume that the men who entered the force since 1862 are somewhat discontented at finding that they are not in as good a position as the men who entered before 1862?—They are discontented.

964. *Mr. Morris*.—On that particular point?—That is the only point upon which discontent exists.

965. Do the men who joined the force since 1862 wish that the scale of pensions that applied before 1862 should be applied to them?—They would be glad to obtain the scale laid down in one of the papers that I have placed before you—the amended pension scale under the Act of 1840.

966. Would they be content with that scale?—Yes, but they would be still better satisfied with that which existed from the 13th January, 1840—of fifteen years' and twenty years' service.

967. Will you kindly state what that scale is?—Yes. Half-pay for fifteen years' service, two-thirds for twenty years' service—upon a medical certificate of unfitness in both cases.

968. And full pay—when?—There is no full pay on retirement known to the London Metropolitan Police, and I hope there never will be.

969. Then at no period of the existence of the London Metropolitan Police Force could a man retire upon full pay?—Only upon injury. Full pay would only be granted in a case of disablement by injury while in the service.

970. *Chairman*.—And that is an exceptional case?—Yes, quite an exceptional case.

971. *Mr. Morris*.—Do you consider, Mr. Walker, from your long experience in the force, that it would be advisable, or the reverse, to grant, after any number of years' service, full pay on retirement?—I do not think it would be advisable to grant it.

972. As a retiring pension?—I do not.

973. You don't consider that it would be for the advantage of the force?—Certainly not.

974. Would you very shortly state your reasons for coming to that conclusion?—My principal reason is that it would induce men to remain in the service longer than they are fit for its duties.

975. Then you consider that it would be a greater inducement for men to retire, getting two-thirds of their pay after a certain number of years as a maximum pension, in order to always have some young men coming into the force and promotion going on?—Certainly.

976. You consider that that would be for the best advantage of the police force?—I do.

977. Do you consider that a man, after thirty years' service, should not receive more than two-thirds of his pay as pension?—I consider that two-thirds ought to be the maximum of pension in any case. I should be very glad, as the oldest officer in the service, to see the members of the police force retire by right on completing twenty-four years' service, irrespective of age.

978. And then obtain two-thirds of their pay?—Yes, and then obtain two-thirds of their pay.

979. *Mr. Morris*.—With reference to the Return as to pensions that you have handed in, as I understand it—but I would like to have this perfectly clear—this Return is the amended pension scale under the Act of 1840?—Yes.

980. It was amended, I understand, by the Home Secretary, on the recommendation of Sir Richard Mayne?—Yes; and remained in force until 1862.

981. And all men who joined the force prior to 1862 were under the original Act?—Yes.

982. How came it to be amended by Sir Richard Mayne?—He recommended a change in the granting of pensions, and he amended the scale in consequence of so many men leaving the force when they reached twenty years' service. At that period they became malingersers, and were of no further use to the service.

983. *Mr. Hobson*.—Is it not the case that the men of the force in London now are extremely dissatisfied with the present scale of pensions, and that they are doing all they can to have it amended?—With the present scale of pensions the men are extremely dissatisfied—that is, with the existing scale.

984. And they have been permitted by the Chief Commissioner to meet with a view to discussing their grievances?—Yes; in the police-stations.

(13).—Pensioners (*Employment of*).

1007. *Mr. Hobson*.—Do police pensioners easily find employment after they have left the force?—It is a curious fact that pensioners are seldom heard of except when they come quarterly for their pensions. They fall back into private life, either to live upon their pensions or to add to them in a manner that does not come under the notice of the police; they do not appeal to their superior officers for help to get bread except in rare cases.

1008. And do you not think that a mercantile house would be glad to have the services of a retired policeman as a hall-porter, or in some position of trust and responsibility?—Yes; pensioners readily find employment when, owing to their appearance and manner, they can be brought into the position of hall-porter.

1202a. A witness stated that the pension scale for the Dublin force should be more favourable than the London scale, on the ground that when a police officer retires in London there is a situation open for him; it is a passport to good employment to be a member of the police force in London; is this so?—It is not so. In London a pensioner has to fight his way like other men, and being "worn out," the labour capacity of our men is not great, consequently they can only obtain light employment, which means light wages.

(14.)—Plain Clothes.

844. *Mr. Morris*.—Can any of the constables or sergeants, during the time they are off duty, dress in plain clothes without leave?—Yes. For many years the members of the police force were never allowed to appear in plain clothes except under the sanction of their officers; but when the present Commissioner came, the sanction was given that the police might, when off duty, appear in plain clothes when they chose.

845. *Mr. Hobson*.—And is a constable now required to have a suit of plain clothes?—Always.

846. He is required to do so?—Yes, he is required to do so; but there is no inspection of his plain clothes the same as his uniform.

847. Is there a regulation that he should have plain clothes?—It is understood that he should have plain clothes, in order that he should be able to make private inquiries.

(15.)—Promotion.

748. *Mr. Hobson*.—Will you now tell us how long is a man a constable before he gets into the rank of sergeant?—The constable rises by fitness and good conduct to be a sergeant; but there is no fixed period.

749. *Mr. Morris*.—With whom does that selection rest—is it made by the superintendent?—The District Superintendent together with the divisional superintendent.

750. *Chairman*.—Has he to pass any examination for that rank?—Yes.

751. *Mr. Hobson*.—What is the nature of that examination?—An Educational Board in Whitehall examines police officers recommended for the superior ranks of sergeant, of inspector, of superintendent, and upon its report as to education the officer is either sent back unfit or is advanced.

752. Is there any preparatory school, or means of training for the man the use of which is compulsory upon them before they can go up for that examination?—A school is held in every section-house two afternoons in the week for sergeants and constables under a schoolmaster paid for by the Government. It is compulsory for men of those ranks to attend school until they receive a certificate from the schoolmaster of being capable of reading, writing, and cyphering to the extent of the first three rules, and are fit. The schoolmaster submits certain forms, filled up by the pupil, to the superintendent. I may mention that 1d. per month is charged to the pupils while they attend school.

753. That is another deduction?—Yes. That is for education, but when the constable is perfect in the rules laid down, and the forms are submitted to the superintendent, they pass to the District Superintendent, and from him to the Commissioner, who relieves the pupil from further attendance and pay.

754. Upon a certificate of his competency?—Yes.

755. *Chairman*.—As I take it, promotion amongst the constables, as such, is without examination or schooling, but is merely based on conduct and fitness?—Quite so, without reference to school. The schooling, when perfect, relieves the constable of the small tax of 1d. per month. The constable must, however, attend school until the moment he is relieved by the certificate of the schoolmaster. He could be relieved at once if fit. But the higher examination is not by police at all, but by the Educational Board, who deal with the officer upon education, and recommend him to the Commissioner as fit to pass his examination.

756. *Mr. Morris*.—How are the men promoted from being first-class constables to the rank of third-class sergeants—how is the list made out, and by whom?—The selection is made, in the first place, by the superintendent, guided by his inspectors. The Commissioner, in "Police Orders," as it is termed, directs the superintendents to send in the names of so many constables for promotion to the rank of sergeant. Each superintendent in the twenty divisions of police receiving this order places himself at once in communication with his inspectors to find out the fittest men for advancement. The qualifications then—and this is one of the most important points in the police service—the qualifications of a constable to rise are carefully considered by his superior officers. His habits, his honesty, propriety of conduct, and fitness for his rank of constable, bring a man very speedily forward above his fellows, and the names of the three or five best constables are then submitted by the superintendent to the Commissioner as being fit to pass the examination of the Educational Board, those officers recommended having already attained the approval of the schoolmaster, and having been relieved from the education payment. These men go up in two batches for examination—usually in two batches—and a report is submitted in each man's case from the Educational Board, stating the different heads of examination, and how he has passed through each head, and whether he is considered fit, and having been considered fit, they are then put upon a list, and promoted according to seniority.

757. *Mr. Hobson*.—In point of fact, these men go up and qualify?—Yes.

758. *Chairman*.—And when they qualify they are put upon the list, and promoted according to seniority?—Yes. Amongst the sergeants promoted from one of the grades it always goes by seniority and more frequently second-class sergeants, as well as constables, are promoted.

759. *Mr. Morris*.—Then I presume that, no matter how well educated a man may be, unless his conduct is good, and his fitness for the office ascertained, he is not recommended for promotion?—He is not.

760. Is sobriety included as a mark of good conduct?—Yes, in the first class. Sobriety is considered one of the principal recommendations for advancement.

761. *Mr. Hobson*.—How often are these examinations held? Are they postponed until there are a certain number of vacancies in the class of sergeant?—That is so. When there are a certain number of vacancies, and the previous recommendations are all advanced, the Commissioner then requires additional names for his list to pass the examination.

762. How many competitors are there usually for one vacancy?—It is not done by competition. The names of those who have passed best are entered according to length of service, and the oldest

approved constable passes first to the superior grade. Usually twenty-five or thirty men go up for examination at a time. The men are required to attend school one hour twice in each week, as their duties may allow.

763. As we have now arrived at the rank of sergeant, will you deal with that rank as you have done with that of constable, and show us how a man rises in the various classes?—On the promotion of a constable to the rank of sergeant he is transferred to a new division, and there his superintendent sends him to any part of his division where the vacancy may occur. It may be many miles from town, or it may be in the very centre of town. He is considered to be fit to go anywhere to pursue his new rank. That is the object.

764. And the place is left to the discretion of the superintendent?—Of his new superintendent. On promotion he enters into the third class, and receives 1*l*. 1*s*. 6*d*. per week. After two years he is advanced to 1*l*. 1*s*. per week, and after five years from the date of promotion to 1*l*. 1*s*. 8*d*. per week. The clerk sergeants receive 2*l*. per week.

765. *Chairman*.—What are they?—They perform duties under the superintendent in the divisional office.

766. Are they confined to any one grade of sergeants?—They are recommended according to fitness.

767. *Mr. Holmes*.—Have they to pass an examination?—Yes.

768. A special examination?—Yes, a special examination.

769. Qualifying them, of course?—Yes.

770. Your observations as to the third grade of sergeants apply equally to the two other grades, first and second?—There is no difference.

771. They receive additional pay and there is no other difference?—Yes, that is all. Their duties are alike.

772. How are promotions made in the different grades of sergeant?—By length of service.

773. *Chairman*.—We have now dealt with the rank of sergeant. Will you tell us how promotion is made from that rank to the rank of inspector, beginning at the third-class inspectors?—When vacancies occur in rank of inspector, the Commissioner, as in the former case, directs the superintendents to send in the names of sergeants fit and capable of passing to the superior grade of inspector.

774. Must they be from the first class?—They are not required to be in any class, but they are more frequently in the second class than the first, being usually younger men. The superintendents select the fittest sergeants, and send in the names to the Commissioner. It is the duty, then, of the District Superintendent to see the officers upon the Returns submitted by the superintendents, to examine them, judge of their fitness, and approve of their being sent forward for promotion. That is the duty of the District Superintendent, as well as of the officers of the men recommended. The inspectors are then tested by the same Educational Board, but in a higher grade of examination than that of sergeants, and if they are found fit, in the usual way they are put upon the list, and promoted according to seniority to be third-class inspectors. They receive on promotion 2*l*. 5*s*. per week, and they are advanced on recommendation to the second class.

775. *Mr. Holmes*.—Once they get into the list of third-class inspectors they generally go up as a matter of course?—Yes. They are advanced on recommendation to the second class, their pay being then 2*l*. 1*s*. 6*d*. per week. They are advanced upon the recommendation of their superintendent to the Commissioner, and usually after five years' service in the third class. But a considerable proportion of third-class inspectors never reach the second class.

776. Why?—Usually their advanced age prevents them. Then second-class inspectors are advanced as vacancies occur to the first class, and their pay is then 3*l*. 2*s*. 6*d*. per week.

777. When does that occur?—Usually in four years.

778. *Mr. Morris*.—Then how are they promoted from the second class to the first class? Is it by seniority or selection again?—They are promoted as vacancies occur—usually after four years.

779. From second to first?—Yes. That is one—if I may be allowed to say so—one of the drawbacks of our service. The second-class inspectors remain until vacancies occur. I may be permitted to say that I have urged upon the Commissioner the desirableness of placing the whole police force upon the footing of advance by years, excepting the single grade of third-class inspectors. And with reference to the second-class inspectors, the Commissioner has been pleased to state that, at the close of this year, he will, if funds allow, place the second-class inspectors upon the same footing as constables and sergeants, and advance them by length of service in their rank, and then the whole force will be upon the same footing, rising by years, excepting the third-class inspectors. When a man attains the rank of second-class inspector, he can reach the highest grade of the service. But promotion to the first class at the present moment is as vacancies occur, but shortly, I hope, it will be by time—after four years' service in the second.

780. *Chairman*.—There is no promotion, unless there be a vacancy, to the first class?—No.

781. *Mr. Morris*.—Now, having reached the rank of a first-class inspector, from whom is the selection to become a chief inspector?—The rank of chief inspector is obtained by the selection of the District Superintendent, and his recommendation to the Commissioner.

782. And in all cases is he selected from the first, or second, or third class of inspectors?—Always from the first.

783. I perceive in this printed Return that you have handed in that you have given the pay of the inspectors as they rise?—Yes.

784. Then how does the chief inspector rise to be a superintendent?—On the recommendation of the District Superintendent to the Commissioner.

785. And from what class is he generally selected?—From the chief inspectors only.

786. And is that by seniority in the service, or by selection for his fitness by the superintendent?—By the selection for fitness by the superintendent.

Appendix III.

London Police.

1195. *Mr. Holmes*.—Returning again to the subject of promotion, you have told us that a constable of the third class rises to the second after three years?—Yes.

1196. And from the second to the first after five years?—Yes.

1197. Now, am I to understand that a constable who conducts himself properly is quite certain to rise from each class after the periods which you have named, or, in other words, that there are always a sufficient number of vacancies to enable promotion after such periods?—The rising by class has nothing to do with vacancies. Promotion is certain after those periods, there being no fixed number of constables in the class.

1198. Is there a fixed number of sergeants?—Yes, fixed by the Secretary of State.

1199. Then a man cannot be promoted from the rank of constable to that of sergeant until there is a vacancy?—Not until there is a vacancy in the case of a sergeant. The promotion above the rank of first-class constable depends upon the number of vacancies, and not upon the length of service. The number of each rank throughout the service is fixed—constables, sergeants, and inspectors—by the Secretary of State. The number of constables in each class is not fixed.

1200. Is the number in each class of sergeants fixed?—No; they pass to the grade according to time. Third-class rises to second, and second to first, by time and conduct.

1201. Do you think the present system of promotion works well?—I do not think it could work better for the advantage of the police service at large.

(16.)—*Public-houses (Permission to enter).*

899. *Mr. Morris*.—May I ask you, while on this subject, is it one of the rules of the force that the police in London should not enter a public-house, even in plain clothes?—When off duty there is no order to the contrary.

900. *Mr. Holmes*.—Then do I understand you to say, Mr. Walker, that a police constable when off duty, and in plain clothes or uniform, is at liberty to go into a public-house?—Yes; but not to mispend his resting time there. He has no liberty to go there except for necessary refreshment. There is no police law against his going into a public-house in uniform, or, in fact, anywhere.

901. *Mr. Morris*.—But I presume that, whether in uniform or plain clothes, if he is found in a state of intoxication he is punished in some shape for it?—He is brought immediately to the nearest police-station by his comrades or a sergeant who may see him, and kept there until sober, and punished on the following day.

902. In fact, he is treated as an ordinary drunkard?—Yes; except that, instead of being sent before a higher tribunal, he is dealt with by his own superiors.

903. I should like to know from you, on account of your long experience in the force, and without entering into particulars or statistics, do you think that in the police force in London drunkenness amongst the men is on the increase or on the decrease?—It is on the decrease; certainly on the decrease.

904. *Mr. Holmes*.—Do you think that the duties imposed upon the police under the Licensing Acts are compatible with their being allowed to enter public-houses; for instance, would not publicans endeavour to bribe the police not to enforce the law too strictly as regards the closing of public-houses, by supplying them with drink gratis?—There are two points in the question you have put to me: the action of going into a public-house, and the probability of bribing the police to look over any infraction of the law by the publican. To the first I should say, the police of London have always been able to enter a public-house when off duty, not only in uniform, but in plain clothes. If it were known that a constable was in the habit of frequenting a public-house when off duty, his superintendent would admonish him in the first place, and if that failed to effect the necessary object, the superintendent would remove him into another district. But when a constable shows that drink has taken a hold upon him, that constable is then brought before the District Superintendent, and, it may be, the Commissioner, to be dealt with under a heavier scale. As to the second part of the question, the cases are few that come before the superior officers where an attempt is made by the publican to bribe the police. Whenever a constable is found inside a public-house on duty with his armlet on, a summons is immediately taken out against the publican, and the constable is put into the witness-box.

905. You would not, then, be in favour of restricting the police from entering a public-house?—No, certainly not.

906. And I dare say you think it would be very difficult to enforce such a rule?—It would be impossible.

907. And that it is not judicious to make a rule that is sure to be frequently broken?—Certainly not. I may add that the London Metropolitan Police do not, as a body, frequent public-houses, and a constable in uniform is seldom seen in a public-house. If it was found that a constable had received drink from a publican without payment, that constable would be reported and heavily fined. The constable is not allowed, when on duty, to take drink at the public-house, except by the authority of his inspector or sergeant, standing by. He can be allowed to take refreshment at the door, his inspector or sergeant giving the permission, and standing by. He may wish a glass of ale, and he says, "Pence, sergeant, can I have a glass of ale?" The sergeant replies, "Yes, certainly." At the public-house the constable may knock, have his glass of ale, drink it outside the door, and pass on. But for that same glass of ale drunk outside the door without leave the constable would be brought upon the report sheet and fined, probably a day's pay; and if a constable enters a public-house on duty a fine of not less than 5s. is inflicted, or two days' pay.

908. That is without permission?—Yes. No policeman on duty can enter a public-house, except in the discharge of his duty; and to take drink at once places the constable as a defaulter, and is not tolerated.

(17.)—*Recruits.*

Appendix III.

London Police.

997. *Mr. Holmes.*—From what class of the community is the police force for the most part recruited; is the London police force recruited from farmers' labourers or tradesmen?—May I speak personally?

998. *Certainly.*—On Tuesday last I inspected sixty-five young men volunteering for the Metropolitan Police. They were natives of England, Ireland, and Scotland. The youngest was an Irish lad 18 years of age; the oldest, 33 years of age, had just left the army.

999. What classes did they belong to?—The labouring classes; in every case a labourer. "What description of labour?" was my invariable question to every man as he came up. There was every description that you could mention. Indoor labourer as hired servant, outdoor labourer upon the farm, or gardener, or other occupation, but "labourer" universally.

1000. And that applies generally to the whole force, and not merely to your experience of Tuesday last?—Every week in the year the same question is put by the District Superintendent to the young men summoned for examination.

1001. Am I to understand that a very large proportion of the London Metropolitan Police is recruited from the labouring classes?—Yes, and from the country.

1002. But from the labouring classes?—From the labouring classes almost entirely; but that was not the case in the earlier years of the Metropolitan Police. Some of gentlemen entered the service, men of good breeding, good education, and in a superior grade of society, and particularly from Ireland, volunteered for the Metropolitan Police; that was for the first fifteen years of the police.

1003. And the recruits are usually drawn from the country, and not from London?—There are very few drawn from the metropolis.

1004. And I suppose that the pay they receive in the force is very much larger than the wages they were in the habit of receiving?—Very much larger.

1005. At what period, may I ask, were the present rates of pay fixed?—Within the last seven years.

(18.)—*Rewards.*

917. *Chairman.*—I wish to ask you a question in reference to recommendations; in the case of a magistrate or Judge recommending a party for special merit or for a reward, what does the reward consist of in London; is it a money payment, or is it a mark that adds to his promotion?—It may be both; it may be a money payment direct from the Commissioner or an entry upon what we term his "Defaulter Sheet" of a commendation as it is called—a commendation to be kept in view in the future.

918. As regards his promotion?—Yes, as regards his advancement.

919. My experience as a magistrate was heretofore that the man recommended for special services for special merit received a pecuniary gratuity or a pecuniary reward; but I understood that latterly such rewards have been discontinued, and that the special services goes to the future promotion of the man?—That is not the case in London. We give money always, and such rewards act as an inducement to bring a man forward for promotion.

920. Is one case I recommended the present inspector of carriages for a reward for special services, and he got 10*l.*?—Quite so; that is our plan.

(19.)—*Sickness (Stoppage of Pay during).*

911. *Chairman.*—Are there stoppages from the men for illness?—Yes; 1*s.* per day when sick.

912. Whether in the course of nature or by his own impudence?—If by his own impudence, such as a report for venereal disease, he is struck off pay altogether until well; in cases of common sickness, however, of constables, 1*s.* per day is deducted from their pay, and in return they receive medical aid.

913. *Mr. Holmes.*—That deduction is supposed, I imagine, merely to pay the expense of medical attendance and medicine?—Yes, of medical attendance and medicine, which he receives free at his own house, or in the section-house, as the case may be, the latter being in the case of a single man.

(20.)—*Unfavourable Records.*

866. *Mr. Holmes.*—Do those fine minutes against the men's pensions hereafter—are they taken into account, and is there a certain sum of money deducted from the pension after a man has quitted the service in respect of the fines which were levied when he was in the service?—Misconduct is always taken into account, but no deduction is made on account of fines.

867. The infliction and levying of the fine, then, is the maximum of the punishment, and there it ends?—No, the man whose misconduct has been frequent and grave during his service would, when retained, suffer in pension.

868. *Chairman.*—May I ask you in what case of misconduct does the District Superintendent consider it fit to appeal to the Commissioner?—When the charge is very serious against a constable, and one affecting his honesty, his truthfulness, or his general fitness for the service, the District Superintendent then appeals to the Commissioner, and gives a recommendation or a statement of his opinion with reference to the charge, and probably with reference to the constable's usefulness for continuing in the service. The officer is then sent before the Commissioner at once, to be dealt with by him, and that settlement is final—for either remaining in the service, dismissal, a higher fine upon the constable than the District Superintendent may have inflicted, or, it may be, some other punishment.

869. Are sergeants ever reduced, as a punishment, again to the position of constable?—Only by the Commissioner.

870. But such punishment is inflicted by the Commissioner?—Yes, by the Commissioner only.

871. *Mr. Holmes*.—Would a man be reduced in rank for drunkenness?—He would, as a sergeant.

872. *Chairman*.—He would be reduced?—Yes.

873. *Mr. Holmes*.—He would be fined and reduced?—Yes, and reduced, it might be, to a lower rank than a first-class constable, if his conduct has been such as to merit serious punishment.

874. *Chairman*.—But whether the fine be high or low, or be the degradation great or small, it ends the punishment, and it is not brought into account as affecting the man's pension?—A man receives a pension in the rank he ends his police career in, and his conduct must have been bad if his pension is affected.

1172. *Mr. Morris*.—And does that affect his pension?—If the constable has not conducted himself well during the whole course of his police career, if he has been guilty of drunkenness, or, it might be, insubordination or serious misconduct, the Commissioner then assumes the right to reduce or recommend the reduction of the rate of the pension he would be otherwise entitled to according to his class or rank to the Secretary of State.

1173. That just comes, in terms, to this—that for serious offences he may be, and is, reduced, but for trivial offences he is not?—Quite so; he is not reduced for trivial offences.

1174. For instance, one case of drunkenness in a man's career, or even two or three cases of drunkenness in a man's career, would not, in the end, bring about a reduction of his pension?—It would not.

1175. *Chairman*.—It must be for serious offences more than once committed?—Yes.

1176. *Mr. Holmes*.—But repeated cases of drunkenness would have that effect?—Yes. I may be permitted to say that our service is long-suffering. Within a week from this date a constable was brought before me for the tenth time for being drunk over a service of eighteen years, and still holding a first-class place.

1177. He was not reduced?—He had been reduced, but the periods of sobriety brought him up again from the third rate again to the second, and from the second to the first, and he came before me on Monday last with the tenth report of drunkenness to answer for. He was, as I have said, a first-class constable. I fined the constable to the full extent of my power, and I took away his class for six months. For three years previously, or thereabouts, his conduct had been good and without report. I considered the punishment sufficient, making allowance for long service and for periods of sobriety, and the report of his officer that he was a good and efficient constable in the streets. When the report came before the Assistant Commissioner in the afternoon, as is customary, he sent for the District Superintendent, and I appeared before him. "I don't feel satisfied with your decision in this case of drunkenness. I consider that the constable should be put back for a much longer period than six months. What do you say?" I gave my reasons for my judgment. "I think," said the Commissioner, "that he should be put back for two years, and I shall after your decision to that," taking the pen up and altering my decision of six months to two years. That appeared in the Police Orders of that same evening, and, I have no doubt, very much to the constable's annoyance; the District Superintendent having told him the period he was put back, and finding afterwards that it had been extended to four times the length.

1178. Now tell me, when this man retires, assuming that he conducts himself well during the rest of his career in the police, when he retires is it probable that those cases of drunkenness will militate against his pension?—In this particular case, if the constable has been sober for two or three years, and has brought no disgrace upon himself, I do not believe that the Commissioner would lower the pension if he has returned to his first class.

(21.)—*Widows (Provision for).*

1181. *Chairman*.—In the case of a married man (with a wife and family) having been killed in the discharge of his duty, is there any provision made for his widow and children?—Yes, according to the Police Orders. For the children a separate sum, for the wife so much, for each child under 18 years of age a separate sum, so long as the wife remains a widow.

1182. Then you say in such a case as I put there is provision made for the widow and the children, as long as the woman remains a widow?—Yes, a very fair provision; not sufficient to maintain the widow without work, but, nevertheless, a sum probably equal to 20*l.* a-year for life, in a case in which the husband has lost his life in the discharge of his duty.

1184. *Mr. Morris*.—But supposing the husband dies before the recommendation has been sent forward, would the widow get the gratuity?—No. If the husband dies before the recommendation of the chief surgeon, the widow would not certainly receive any gratuity except the gratuity that every widow receives from the constables, who subscribe 1*d.* each upon the death of each of their comrades, and which amounts to 30*l.*, and that is received by each widow; that 30*l.* has nothing, however, to do with any Government arrangement.

837. *Chairman.*—Can policemen's wives follow any occupation or small trade?—They cannot keep a shop. Objection would not be taken to a constable's wife going out to a day's work—to washing or charring—but no trade or occupation must be followed at the constable's home.

838. *Mr. Holmes.*—Surely a constable's wife would be allowed to work as a dressmaker?—There would not be the least objection to that. Many constables' wives work at dressmaking in their homes to help their husbands.

839. But she is not permitted to carry on any occupation beyond that?—No ostensible occupation.

840. Nothing that would bring her husband in contact with the public, or subject him to the influence of the public?—Quite so. The constable must live as a private person.

841. And the only relaxation in reference to the prohibition of an occupation is that the wife may work as a dressmaker, or may follow some similar employment?—But nothing in the constable's home that would exhibit trade.

842. But she may work at home?—The constable must not have any shop or ostensible calling in his home.

Appendix IV.

Appendix IV.

DUBLIN METROPOLITAN POLICE.

(1.)—Returns showing the authorized strength of the Dublin Metropolitan Police Force (exclusive of "G" Division), with Pay and Allowances.

Ranks.	Divisions.						Total.	Secrets.	Weekly Pay.	Weekly Allowance.	Total Weekly.	Yearly Pay.	Yearly Allowance.	Total Yearly.
	A.	B.	C.	D.	E.	F.								
Chief Superintendent ..	1	1	..	..	..	..	1	..	..	..	..	320 0 0	101 0 0	421 0 0
Superintendent ..	1	..	..	..	..	..	1	..	..	..	..	320 0 0	101 0 0	421 0 0
Detto ..	..	..	1	..	..	..	1	..	..	..	..	320 0 0	101 0 0	421 0 0
Detto ..	..	..	..	1	..	..	1	..	..	..	..	320 0 0	101 0 0	421 0 0
Detto ..	..	..	..	..	1	..	1	..	..	..	..	320 0 0	101 0 0	421 0 0
Detto ..	..	..	..	..	..	1	1	..	..	..	..	320 0 0	101 0 0	421 0 0
Inspector—	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1st Class ..	1	4	1	..	..	1	7	..	..	..	..	160 0 0	38 0 0	198 0 0
2nd Class ..	3	1	1	1	2	2	10	..	..	..	..	120 0 0	28 0 0	148 0 0
3rd Class ..	2	1	1	2	2	2	10	..	..	..	..	120 0 0	28 0 0	148 0 0
Acting Inspectors ..	8	7	4	4	6	7	36	..	1 16 0	8	1 16 0	83 12 2	1 14 8	85 11 10
Sergeants ..	11	12	9	14	11	11	68	..	1 14 6	8	1 15 2	89 18 11	1 14 8	91 13 7
Acting Sergeants ..	10	12	13	14	15	16	80	..	1 12 6	8	1 13 2	84 14 8	1 14 8	86 9 4
Constables—	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1st Rate ..	44	30	43	48	38	31	234	..	1 9 0	8	1 9 8	75 13 2	1 14 8	77 6 10
2nd Rate ..	38	26	16	29	12	9	110	..	1 7 6	8	1 8 2	71 13 11	1 14 8	73 8 7
3rd Rate ..	66	51	74	61	47	54	353	..	1 6 0	8	1 6 8	87 12 0	1 14 8	89 10 8
4th Rate ..	24	26	21	19	24	18	141	..	1 3 0	8	1 3 8	59 19 3	1 14 8	61 18 11
Vacancies ..	3	2	3	2	..	..	10	..	..	..	..	..	..	..
Superannuations ..	..	..	..	..	..	..	..	40	0 15 6	..	..	48 6 0	..	..
Total ..	269	219	187	196	141	150	1,102							

Notes.—Superintendents commence at £200, and also by an increment of 4s. per annum for five years, to the maximum, £260, per annum.

6d. per week allowed to members of the troop for spurs and gloves.

20s. a-year for lodging and 8s. for uniforms is allowed to Inspectors.

8s. per week is allowed to all ranks under Inspector for boots and setting of uniforms.

(2.)—Returns showing the authorized strength of "G" or Detective Division, with Pay and Allowances.

Ranks.	Det. men.	Weekly Pay.	Weekly Allowance.	Total Weekly.	Yearly Pay.	Yearly Allowance.	Total Yearly.	
	G.							
Superintendent ..	1	..	..	..	240 0 0	134 0 0	374 0 0	
Inspector ..	1	..	..	..	180 0 0	28 0 0	208 0 0	
Acting Inspectors ..	3	1 10 0	2 7	2 1 7	101 15 3	6 15 3	108 0 10	
Detto ..	10	1 13 0	2 7	2 9 7	99 1 5	6 15 3	105 17 8	
Sergeants ..	4	1 14 6	2 7	1 17 1	89 18 11	6 15 3	96 15 2	
Acting Sergeants ..	6	1 13 6	2 7	1 16 1	87 4 9	6 15 3	94 3 0	
Constables—	..	..	..	..	..	..	..
1st Rate ..	18	1 10 0	2 7	1 12 7	78 4 3	6 15 3	85 0 6	
2nd Rate ..	1	1 5 6	2 7	1 11 1	74 6 1	6 15 3	81 2 4	
Total ..	44							

Ranks in brackets; only draws 8s. of his allowance.

Allowance to Superintendents ..

- 25. per annum for a horse.
- 45s. " for baggage.
- 45s. " for a servant man.
- 30s. " for office and stable, where accommodation is not given.
- 10s. " for clothing.
- 1s. per day for Superintendents of D and E Divisions.

(3).—ORDINARY Duties performed by Constables of the Dublin Metropolitan Police.

Appendix IV

Day Duty.	First Tour.	Second Tour.	Time actually on the Streets.	Parade at the Station fifteen minutes before being marched on duty.	Total time actually on their feet.	Remarks.
First relief..	6 A.M. to 9 A.M.	2 P.M. to 5 P.M.	9 hours ..	1 hour ..	99 hours ..	Taken each alternate day.
Second relief ..	9 .. 3 P.M.	7 .. 9 ..	8	1	84	

Constables on day duty are actually on their feet an average of nine hours daily, irrespective of preparing for duty and proceeding to and returning from their respective stations.

Night Duty.	Tours.	Time on Streets.	Parade at the Station fifteen minutes before being marched on duty.	Time that they are actually on their feet.	Remarks.
First relief..	9 P.M. to 3 A.M.	6 hours ..	1 hour ..	67 hours ..	Taken each alternate day.
Second relief ..	10 30 .. 6 ..	7 1/2	1	71	

Night duty men perform an average tour of seven hours actually on their feet. The time spent in preparing for duty, proceeding to and returning from their respective stations, as a rule, exceeds two hours by day and one hour when on night duty, in addition to the tour of duty.

Appendix V.

Appendix V.
Glasgow Police.

THE GLASGOW POLICE.

EVIDENCE GIVEN BY MR. McCALL, CHIEF CONSTABLE OF GLASGOW, BEFORE THE DUBLIN
METROPOLITAN POLICE COMMITTEE OF INQUIRY, 1882.

(1).—Barrack Accommodation.

3458. *Mr. Holmes*.—May I now ask you, are your men accommodated in barracks, or are they allowed to live where they like?—Well, I have seventy-seven unmarried men accommodated in what we call a section-house—you may call it barracks if you choose. In one house attached to the A Division I have forty single men who are upon day duty. In another house in the same division I have twenty-three men who are upon night duty. Well, in reference to these forty day men, in the event of any emergency taking place during the night I can lay my hands upon those forty men, because there they are in bed just beside the police office. Then I have, as I have said, twenty-three single men in the other house who are on duty at night, so that in the event of any disturbance taking place, or any emergency through the day time, I can get those men out of their beds in a few minutes, because they are sleeping during the day. And then I will have about, I should think, seventy men—married men—scattered throughout the various divisions, and occupying houses that form part perhaps of the police buildings or fire-stations.

3459. And are they accommodated in those places rent free?—No. They pay rent according to the accommodation that they have, according to the size of the house. Those single men pay 1s. 9d. a-week for their accommodation in the section-house, for which they are supplied with bed and bedding and water, gas, and coal. There is a man cook for the forty men. There are two women for cleaning their dormitories and making up their beds. Each man has a dormitory for himself.

3460. And this deduction of 1s. 9d. goes to pay for the man cook and the cost of service—covers everything in that way in fact?—Yes.

(2).—Boots.

3462. *Mr. Holmes*.—Having told us about the pay, will you now be good enough to tell us what allowances, if any, are given to the men in addition to their pay?—Every man up to the rank of inspector, and including that of inspector, is allowed 6d. per week for boot-money, and free uniform clothing, which consists of one tunic in the year, two pairs of trousers, and a helmet and a top coat every two years. Those are the only allowances that they have.

3463. Do the men consider that the 6d. a week is sufficient for their boots?—Well, I have had no grumbling from them on that account. It amounts to 26s. a-year.

3464. *Mr. Morris*.—Do the Glasgow police wear capes?—Yes; they wear capes and leggings during the winter.

3465. *Mr. Holmes*.—What would be the cost of a pair of boots in Glasgow?—I think they would get a good pair of boots for 12s. They would have enough to provide themselves with two pairs of boots in the year. The cost of each pair would be from 12s. to 13s.

3466. Are those the only allowances they receive?—Yes.

(3).—Duties (Ordinary).

3468. *Mr. Holmes*.—Will you now tell us what are the duties of a constable? For how many hours is he out on duty during the day?—Well, one-half of the whole force is upon night duty, and that section begins duty at 8 o'clock at night and continues on duty until 5 o'clock in the morning—nine hours. Besides that the men have to be at the station a quarter of an hour before the hour for duty, and they are there for at least a quarter of an hour after duty, for inspection and anything of that sort.

3469. And they are on beat duty throughout those nine hours without being relieved at all?—Yes, without any relief.

3470. I suppose those men are on night duty month about?—No. They are permanently upon night duty, but as vacancies occur in the day portion of the force they are drafted—the most suitable men are drafted on to the day duty.

3471. Then, I suppose, when a man joins the force first, he is put upon night duty?—Yes; he is always put upon night duty. Then the day relief begins at 5 o'clock, and ends at 8 o'clock at night. It is divided into two halves. One half begins at 5 o'clock, and continues on the streets until 8 o'clock in the morning. He goes off duty at 8 o'clock and returns at 2 o'clock in the afternoon, and continues on duty until 8 o'clock at night.

3472. That is also a nine hours' beat?—Yes. The other half begins at 8 o'clock in the morning, and continues on duty until 2 o'clock in the afternoon. It returns at 5 o'clock, and continues on duty until 8 o'clock, so that, from 5 o'clock in the afternoon until 8 o'clock at night I have the full strength of the day division on the streets—that is to say, the night portion and the day portion being equal.

halves, the streets are covered by one-half of the whole force from 5 o'clock in the afternoon until 5 o'clock the next morning.

3447. Now, you tell us what are the duties of sergeants? How many hours are they on duty, and what exactly are the duties which they perform?—They have precisely the same hours of duty as the constables. The inspectors have the same, and a sergeant will have an average of fourteen men allotted to him, and those fourteen men are laid out upon beats, and it is his duty to go round them continually during his hours of duty to see that the men are attending to their duties, and that they are sober and correct.² Then the inspector again; he is also upon street duty; he supervises perhaps two sergeants, with the men under those two sergeants.

3448. And the lieutenants, what are their duties?—The lieutenants, as I said before, are very much confined to office work. If there are three in the one division, the one that is upon outside duty for the day also takes the supervision of the streets and the men on the beats, but it is of very small extent that. Then the superintendents are also required to go about their districts and to look after the inspectors, lieutenants, sergeants, and constables.

3449. I think there are, you said, seven divisions?—Yes.

3450. And there are, I presume, seven superintendents?—Yes.

3451. A superintendent for each division?—Yes.

3473. Mr. Morris.—Now, when a policeman in your force is off duty, is he free to go where he likes? Supposing he keeps within his district, can he do what he likes?—He has practically liberty to go to any place within the city, but he is not entitled to leave the city without he has obtained permission to do so.

3474. Well, the remaining fifteen hours that he is off duty he can call them his own?—Yes.

3475. Subject to his being called upon, of course, in the event of an emergency?—Exactly. And, of course, he has to turn out to perhaps a dozen drills in the course of the year in the summer months; and then he has to turn out for an hour once a month to hear the rules and regulations of the service read over to him. Then he has to attend courts during his own time, and if there were any extensive public meetings—for instance, such as we had yesterday, when Sir Stafford Northcote visited Glasgow—the probability is that the night men would have to turn out to assist the day service, so as not to stop the streets of too many of the day men.

3476. When a man is required to do any extra duty of that kind, is he compensated for such extra duty on another occasion—would he be let off a certain amount of duty on another occasion?—No. The superintendent, however, if he found a man that should be off duty from 5 o'clock in the morning until 8 o'clock in the evening attending court from 9 o'clock in the morning until 1 or 2 o'clock, he might say to that man, "Instead of coming out to-night at 8 o'clock, you need not come out until 10 o'clock." That would be two hours' compensation for him. But if he was there merely for a couple of hours, from 9 until 11 o'clock, he would not get any recognition of that sort at all.

3496. Chairman.—What is the average number during the year of assaults on the police?—Well, my statistics do not show the number of assaults upon the police during a specified period. They do not show that; but I should think I would be able to show that there is $\frac{1}{2}$ per cent. of the force off duty throughout the course of the year—of men who have been injured and rendered unfit for duty.

3497. In discharge of their duty? $\frac{1}{2}$ per cent. of the force?— $\frac{1}{2}$ per cent.

3498. Permanently disabled?—Well, disabled for a time.

3499. Mr. Morris.—That would be about ten or twelve men in the year?—About six.

(4).—Discipline (Fines, &c.).

3549. Mr. Holmes.—I think, if you have nothing further to add on this point, that it would be desirable that we should now come to the question of discipline. How is the matter of discipline regulated in the Glasgow police force—how do you deal with offences?—That is against the men—where the men offend—offences committed by the men?

3550. Yes?—Well, take, for instance, we will say, drunkenness, which is, perhaps, the most prevalent complaint that is against police constables. If a sergeant finds a man the worse for liquor on his beat, he takes him off his beat to the officer upon duty at the station, who enters there his charge against him. That constable is brought up the next morning at 10 o'clock before his superintendent. That officer has power to inflict a fine not exceeding 10s. on any constable, but he must report the fine inflicted to the chief constable immediately thereafter. The chief constable may, if he thinks fit, if he thinks that the superintendent has been too severe or too lenient, he may revise the case, and either remit part of the fine or increase it.

3551. With reference to the infliction of fines. Has the chief constable absolute discretion, or is he limited in any way?—The chief constable, if he is going to inflict a fine, cannot impose a penalty of more than 11.

3552. For drunkenness?—For anything. The rule in reference to that is: "The chief constable shall have power to impose a fine not exceeding 20s. on any constable under the rank of lieutenant whom he does not consider it necessary to dismiss." If it was the first offence against a man, the superintendent would very likely deal with it by inflicting a fine of half-a-crown or 5s., and if the man was to offend again he might also fine him again, and the probability is that the third time he would send him to the chief constable, who would consider whether he should inflict a fine then on his scale of 20s., or whether the man should be dismissed as one unsuitable for the service.

3553. That is after how many offences?—Three, I should say. It would depend on the length of the service, and whether the three offences came immediately one after another, or once in a year.

3554. Is it the custom to reduce men for the offence of drunkenness, or for grave offences?—Well, the merit class of constables, and the first class of constables stand in this relation, that the merit class is a step added to the promotion of a first-class constable. In other words, the constable is first a first-

class man, and then a merit-class man. I have deprived the superintendents of dealing with any complaint against these grades of men, for I wish to deal with them with a kind of uniformity. When I put them in the position of first-class or merit-class constables they are told that the stripes put upon their arm are indicative of their being experienced, well-conducted men, and that they can retain them only as long as their conduct is in keeping with that profession, and whenever a man in either of these classes is found offending—and it might be a trivial offence as far as a constable of a lower grade might be concerned—I deprive him of that stripe and reduce him to a lower class.

3555. Supposing he conducted himself well for a period in the lower class, would you allow him to regain his former position?—Yes.

3556. Within what period?—I give them to understand that they will receive back the stripe again provided they conduct themselves well for a twelvemonth, but they are also told that if they have to be reduced again they will never be reinstated; that they had better leave the service and find something where they will have better prospects.

3557. And after a period of one year the unfavourable record is wiped out?—It is, by his promotion to the rank that he had lost. I tell them I will not reduce them twice.

3558. I suppose you find that admonishing and speaking to them in that way has a very good effect?—Yes. When a young man comes from the country, and is thrown into a large, populous city such as Glasgow, with the immense temptations around him of a police constable, he has a great chance of falling into some trifling offence, perhaps of taking a little too much spirit, and I make up my mind to expect that in a good many cases; but when a man has had experience, and sees the temptations he is subjected to, I then deal with him in a different way altogether.

3559. Well, now in the case of a first offence, if a man is brought before you would you admonish him privately and point out to him the error of his ways, and urge him to a better course of conduct, or would you speak to him in the presence of other men?—It would in all probability be in the presence of the officer who made the complaint against him, and the probability is, that I would have the officer who complained describe what the conduct had been. If he was a young man with only a few weeks' service, I would very likely admonish and advise him to give up taking drink altogether while he was on duty; and then see whether that course had a good effect or not.

3560. And within your great experience, do you find that a gentle exhortation of that kind has its effect, and that men turn over a new leaf?—Oh, very frequently.

3561. And, in your opinion, an exhortation of that kind is far more effectual than a system of heavy fining?—I look upon heavy fining as useless. When you come to fine heavily, that man has reached a stage of uselessness, for his conduct must have been very indifferent, and you had better be relieved of a man of that sort and dismiss him. Besides, very frequently you are only inflicting punishment upon his wife and his family.

3562. *Chairman*.—As I understand you, the maximum fine is 12 l.?—It is very rarely inflicted. I am sure I have not inflicted it once during my chief constableship.

3563. Well, the alternative usual punishment with that fine is dismissal?—Yes. The chief constable, under the Police Act, might dismiss any man he thinks fit, without assigning any reason for it.

3564. But you think a fine of 20s. so very severe that it must be a grave offence, and so grave that the alternative punishment would be dismissal?—Yes.

3565. *Mr. Morris*.—And in fact, in your judgment, you think it is better to dismiss a man and get a better man than to continue a course of extreme fines?—Yes.

3566. *Mr. Hobbs*.—In the case of a long interval elapsing between a first and second or third case of drunkenness, would you be disposed to regard that more in the light of a first offence, or would you take into account the fact that he had been drunk on two former occasions, notwithstanding the length of the intervals between those occasions?—I would deal very much with that as a first offence, if it had arisen after a lapse of two or three years. I would deal very much with a man so offending in a lenient way.

3567. As a kind of first offence?—Yes, as an accidental mistake of a man. But if drunkenness was running on month after month in a man, then I would say to him, "You are unsuited for the police service; you are evidently not able to withstand the temptations that surround you; therefore you are unfit for the service, and you had better find something else to do."

3568. *Chairman*.—Then as I take it, for the first offence, and for the second and third offences also, you generally caution—you lecture the man in the first instance, and then if there is an interval between the second and third offences you put upon him a nominal penalty?—Yes.

3569. *Mr. Morris*.—Suppose a policeman was dismissed for insubordination, and that he was subsequently pardoned and let back into the force, and then suppose that a month after his reinstatement he got drunk, would you consider that that man was fit for the police force?—No; I would look upon that man's first dismissal as well deserved, and that, having shown him this kindness, and enabled him to return to his position, it would only convince me that he was incorrigible, and that he should not have got the chance of being restored.

3570. *Mr. Hobbs*.—You said just now that the men were always required to be in uniform unless they got special leave to be in plain clothes. Do you require your men to provide themselves with plain clothes?—No. Of course, they have plain clothes when they enter the force, and it is generally found, and it is expected, that they will keep up a suit of plain clothing for themselves.

3571. *Chairman*.—I should like to have a comprehensive statement as to the exact course pursued in your force in cases of offences of drunkenness?—In the case of the first offence there is a warning, in the case of the second a small penalty is inflicted, and the third offence may be a heavier fine, or an aggravated case dismissal, but there are cases in which for the first offence I have thought it necessary to dismiss men—if there is interference with the citizens.

3572. In the case of sergeants and sub-inspectors, in whose power is it to dismiss men of those ranks?—In their cases dismissal is entirely in my hands.

3390. Do you find there in cases of justifiable complaint against them?—Well, it is rarely that I have any complaints made against men of these ranks. I have had complaints against a sergeant or two, and I prefer more to suspend them, perhaps, for a week or a fortnight, and I thus give them time to think over their conduct, than to inflict a *money fine*.

3391. *Mr. Morris*—And does the fact of suspension stop their pay?—Yes.

3392. Well, that in itself amounts to a fine?—Yes; a severer fine than the 1*l*. that I could inflict; and no man with me draws any pay when he is off duty, even when sick.

(5.)—*Married Men (Lodgings, &c)*

3451. *Mr. Holmes*—Well, now, with the exception of those men that you have in those two section-houses, and with the exception of the married men that you have attached to the various police-stations, are all the rest of the force living through the town where they like and as they please?—Not exactly as they like. Every man must live within the division in which he is stationed, and as near to the police office as he can acquire a house; that is the only restriction.

3452. *Mr. Morris*—Is his lodging inspected?—Those houses that the men rent from the magistrates and Council are inspected at least once a-month. The section-houses, again, they are perhaps inspected once or twice every week, where the young unmarried men live.

3453. But are the lodgings where the married men or the single men reside subject to any kind of inspection?—Not unless the place in which they live is properly belonging to the magistrates and Council.

3454. Are there any regulations against men in the force taking lodgers. Supposing a man takes a small cottage or house, can a constable take in a lodger?—Oh! he is perfectly free to do so. There is nothing to prevent that.

3455. No restriction?—No; and I may add in reference to that, that those married men who are living in houses belonging to the magistrates and Council are encouraged to take in young unmarried constables as lodgers with them, so that it strengthens the force by adding to the number of men who are living together, and who can be easily had in case of emergency.

3456. Is a policeman in your force allowed to carry on a trade?—No.

3503. *Mr. Holmes*—Do the married men complain that they are not allowed lodging allowance?—No.

3504. You have never heard complaints of that kind?—No. When they enter the service they know the conditions that are applicable to them, and the houses are generally cheaply rented, as the magistrates and Council do not wish to make any profit out of them.

3495. *Overman*—They fix the rents?—Yes. They are rather inclined to make them a little easy, so far as the rent and the accommodation given is concerned.

3506. *Mr. Holmes*—With reference to the men who are not accommodated in those houses, what would you suppose that married men would pay for their accommodation?—I think that the rent of a constable would be about 13*s*. per month; a rent of 8*s*. or 8*s*. 10*s*. per annum.

3507. Single men would, of course, pay considerably less?—Of course. They might get lodgings outside at 1*s*. 6*d*. a-week, just what they are paying in the section-houses, or perhaps 2*s*.

3508. Then the cost of lodging is moderate in Glasgow?—Yes, I think a young man might accommodate himself very cheaply in Glasgow in the way of lodgings.

(6.)—*Pay.*

3438. *Mr. Holmes*—Do you find that the rates of pay are ample enough to attract sufficiently good men?—Well, the pay is sufficiently good to attract them, but, I am sorry to say, it does not keep them. The most important of the changes in my force are among men who have under three years' service. The average service at the present time is eight years.

3439. Then you lose a man just when he becomes a serviceable policeman?—Very often.

3440. Do you attribute that to the fact that the pay is not sufficiently good, or that the prospects in the force are not sufficiently good?—I think a good deal of it is owing to the fact that the prospects are not sufficiently good to keep men in the service. For instance, during last year (1881) 111 resigned. Well, 15 of those were under one year's service, 30 were under two years' service, 41 were under three years' service, 16 were under ten years' service, 2 were under fifteen years' service, and 1 was under twenty years' service, and 2 under thirty-five years' service. Then in the rank of inspector there was 1 under twenty years' service who resigned, and 1 under forty years' service. In the rank of sergeant, there was 1 under fifteen years' service, making, in all, 111; 40 were dismissed, 4 deserted, and 15 died, making altogether 170 changes in the force in the year.

3385. Perhaps you will now give us the various grades in the force, and the numbers in each grade?—There are seven divisions altogether in the Glasgow police force, A, B, C, D, E, and F, and the marine is the seventh. There is a chief constable, 7 superintendents, 23 lieutenants, 1 inspector of the detective department, 36 detective officers, 40 inspectors, 60 sergeants, and 831 constables. The scales of wages of constables are as follows.—Of the fifth class the pay is 23*s*. weekly, and there are 125 men drawing that pay. Then the fourth-class pay is 24*s*. per week, there are 148 men of that class. There are 200 upon 25*s*., 294 upon 26*s*., and 94 upon 27*s*.. This 27*s*. class is termed the merit class, and it is restricted to 100 men. The 26*s*. class is the first-class.

3386. I presume, *Mr. McCall*, owing to the large number of constables as compared with the other ranks, a great number of men who join your force, no matter how good their conduct is, must be content to remain in the rank of constable all their lives?—Oh, yes.

3387. And, in point of fact, the maximum rate of pay which most of the men can expect to receive is 26*s*. a-week?—Yes.

3388. That is the salary of the second-class?—Yes.

3389. Could you tell us what proportion of the men in the constable class remain constables

throughout their service, owing to the want of vacancies?—The percentage of men that are promoted from the rank of constable to the higher grades is very small, but I cannot say how much it is. I may say, for instance, that five of the superintendents that I have just now mentioned have gained their positions from the grade of constable.

3390. Can men rise in your force from the rank of constable to the highest grades of the service?—There is nothing whatever to prevent them. It is a matter altogether of selection by the chief constable.

3391. How long does a man remain in the fifth class before he rises to the fourth?—He remains one year.

3392. And how long is he in the fourth before he rises to the third, and so on?—During the first year's service a man receives 25s. per week. After one year's service, the latter three months of which must have been free from misconduct, and the constable otherwise considered eligible, he receives 24s. and then 25s. after two years' service under the same conditions.

3393. When you say two years' service, do you mean two years' service in the fourth class?—No.

3394. You mean including all service?—Yes. After three years' service he is eligible for the 25s. class, provided that the latter nine months of that year have been free from misconduct, and that the man is otherwise considered eligible. And then the merit class, which is restricted to 100 men—that is after four years' service from joining I would say—the latter twelve months of which must have been free from misconduct, and that the constable is otherwise considered eligible.

3395. Then in all cases of promotion, the latter period of time must be free from misconduct, and the constable must be otherwise fit?—Yes. In the lowest class it is three months, in the next class it is six months, in the next class nine months, and the next class is twelve months, and those periods must have been free from misconduct.

3396. But owing to the small number of men in the merit class, a great number of the men who join can never rise beyond the second class?—Not beyond the first class. The first class 26s. a-week is open to them from length of service.

3397. I thought you said that the merit class was the first class?—No; it is distinctly the merit class. The 26s. class is the first class.

3398. Then, not counting the merit class, you have only four classes of constables?—Certainly.

3399. As you have now given us the pay of the various classes of constables, will you tell us how many classes of sergeants there are, and what their pay is?—There are three classes of sergeants. The third class receives 30s.

3400. How many men are there in that class?—Eight. The second class receives 31s.

3401. How many men are there in the second class?—There are eight. Then the first class has 32s., and there are forty-four in that class. As to those sixteen men in the two lower classes—they are in progress to the first class, but they have to serve a certain time.

3402. On appointment, and during his first year of service, the sergeant has 30s. per week; during the second year the sergeant has 31s., and after the second year the sergeant has 32s.—these are the three classes?—Yes.

3403. Chairman.—And is the salary increased, whether there be a vacancy or not, after the period of service?—Yes: that is to say, it does not matter whether there are vacancies or not, they go on by rotation.

3404. Mr. Holmes.—The increase of pay depends upon the length of service, and not upon the vacancy?—Yes; upon length of service. He acquires a title to his pay, from the length of his service and good conduct.

3405. Now, kindly go to the rank of inspectors?—In the case of the inspectors, there are three classes of them, and the lowest class has 34s. per week.

3406. How many men are there in that class?—There are five at the present time. Then the next class has 35s.

3407. Is that the second class?—Yes. After the first year's service the inspector has 35s. a-week.

3408. How many men are there in that class?—There are six in that class at present. Then after the second year's service as inspector the pay is 36s. There are twenty-nine of those. I might add that there are exceptional cases in which some inspectors receive additional pay. For instance, there is one of them who has 4s. a-week extra for acting as drill instructor, and then there is another one has 4s. extra as tramway and cab inspector.

3409. Chairman.—They each get 4s. weekly for those duties?—Yes. And then there is one of them also who is inspector of hackney carriages, and he has 4s. a-week added to the highest class pay.

3410. Mr. Holmes.—Now, will you be good enough to proceed to the class of Lieutenants?—Yes. There are twenty-three lieutenants altogether. The maximum pay of the lieutenants in the A Division is 180s. per year.

3411. How many lieutenants are there upon that pay?—There are three lieutenants receiving that pay just now.

3412. And are they all in the A Division?—Yes, all in the A Division. Then in the case of the lieutenants in the other districts, not the A district, their maximum pay is 160s.

3413. When you say "maximum" pay, what do you mean?—It is the highest pay that I can promote them to.

3414. Does the lieutenant commence at that figure?—No, not at 160s. I might begin him at 100s. when he commences his duty as a lieutenant.

3415. Does the maximum rate depend upon what you fix?—Yes. Just now there are three lieutenants receiving 180s.; one at 170s. There are five at 160s.; four at 150s.; two at 140s.; three at 130s.; one at 120s.; and four at 110s.

3416. *Mr. Morris*.—And the fixing of the maximum down to the minimum rests with you?—The maximum is fixed by the magistrates and Council, but the minimum is very much at the disposal of the chief constable when he is promoting a man to the grade of lieutenant on considering what he is worth.

3417. *Mr. Holmes*.—Upon an average, what might you say would be the minimum rate of pay of a lieutenant, taking the average of your promotions?—I very frequently begin lieutenants at 100*l.* per annum, and increase them, perhaps, 10*l.* per annum, until once they reach the maximum.

3418. Will you now proceed to deal with the class of superintendents?—There are seven superintendents: four of them have 300*l.* per annum; one has 280*l.*; one has 270*l.*; and one 260*l.* The maximum of the superintendents in all the divisions, except the A Division, is 300*l.* The maximum of the superintendent of the A Division is 350*l.*; but at the present time he is only in receipt of 300*l.*, because it is not long since he was appointed. He will be promoted at the rate of 20*l.* per annum until once he reaches 350*l.*

3419. Are the minimum rates of pay in the class of superintendents fixed by you?—Not exactly; not in the case of the superintendents. The minimum rate for superintendents would now be about 200*l.*, I think.

3420. And what is the amount of yearly increment both in the case of superintendents and in the case of lieutenants?—Well, it altogether depends upon the recommendation of the chief constable when he brings up the list once every year—at the beginning of the financial year, as it were, of men who are receiving salaries, and who have not reached the maximum of the grade that they fill, and with a recommendation that the increment should be for 10*l.*, 20*l.*, or 30*l.*

(7.)—Pensions.

3575. *Mr. Holmes*.—I think we have now gone through nearly every matter I can think of in connection with the force, and we come to the final question of all—that of pensions. What is the scale of pensions under which your men retire?—I can answer that question very shortly. There is no such thing as superannuation for the Glasgow police at all. There is a power under the Police Act that the magistrates and Council can grant an allowance to a man on leaving the service, but it is a permissive thing entirely, and that is all; and at the present time the whole sum that is being paid by the community in the way of those allowances is 387*l.* 8*s.*

3576. A year?—Yes, a year; and that is paid amongst eleven decayed men of the service, ten of whom have been constables, and one of them was a sergeant.

3577. Do you consider the fact that the men cannot look forward to pensions accounts to a great extent for so many men leaving your service after a short period?—I think that it undoubtedly is. I think that is certainly the case.

3578. Assuming that the Bill that was before Parliament last Session becomes law next year. I presume that it will extend to Scotland—that the provisions of that Bill in reference to pensions will extend to Scotland?—That was intended in the Bill of last Session.

3579. And do you think that with the scale of pensions contemplated by that Bill, and with the present rates of pay, that you will be able to retain the services of men longer than you do now?—I would expect so. I have no doubt it would increase the average length of service of the men.

3580. Do you think that if the men could look forward to fair pensions upon retiring after good service, that they would be content with the existing rates of pay?—I should think so.

3581. And, in your opinion, the present rates of pay are sufficient?—I think they are.

3582. Now, according to your experience, after how many years' service does a policeman, as a general rule, cease to be efficient?—Well, that would depend upon when he entered the service. A man, for instance, I should say, after he reaches 60 years of age, is not likely to be an efficient constable.

3583. But take the case of a man joining at 20 years of age, do you think that, after 35 years' service, there would be much left in him?—That would bring him to 45 years of age. Well, I do not see anything in the service, provided that that man was a healthy man and of good constitution when he joined at 20 years of age, I do not know of anything in the service that should work that man out at the age of 45. I think he should be an efficient man after that for some time.

3584. *Mr. Morris*.—Do not you think that a man serving in the rank of constable, and never reaching a higher grade, after thirty years' service might and day, is pretty well worn out?—Well, if a man joined at 25 years of age, or from that to 36 years of age, I think he would; but if he joined at 20 or 18 years of age, as was contemplated in the Act, after thirty years' service I do not consider that he should be inefficient or wrought out.

3585. In considering the pension list, and the time of service of a policeman, do you consider that it would be desirable to allow a man to retire on whatever pension would be due after he had served twenty-eight or thirty years, without having to undergo a medical examination?—I think it is desirable that there should be a fixed age at which a man should claim his discharge, provided he has served the period that entitles him to the pension, say, twenty-five or twenty-eight years' service; but it would be well to fix the age when he would be entitled to claim his discharge, but I do not know that it would be fair to the public funds that a man, we will say, of 45 years of age, should be allowed to withdraw from the force at that age.

3586. Supposing him to have joined at 20?—Yes; I think that man should be perfectly able for some years after that to discharge the duties of a police constable, and to throw a man of 45 years of age upon the superannuation fund, who may live until he is 70 years of age or more, would be milking this fund very seriously during a long number of years.

(8).—Promotion.

Appendix V.
—
Glasgow Port

3422. *Mr. Holmes*.—Now that you have given us the rates of pay in the various ranks, will you say how promotion is regulated from the rank of constable to that of sergeant?—That is entirely a matter in the hands of the chief constable. If a vacancy was occurring in the rank of lieutenant—

3423. In the rank of sergeant; we will take that rank first?—Oh, in the rank of sergeant. He would look about him as to who was the best constable in the service to fill that vacancy of sergeant. He would fortify his own opinion by an inquiry of the superintendent who had immediate charge of the men, and ascertain really the man's abilities, and then he would promote him to the rank of sergeant. The same method would be adopted throughout every grade in the service.

3424. In looking at a man's qualifications, do you look more at his qualifications as a policeman proper, or do you require that he should have some literary qualifications?—If you take the rank of lieutenant, their duties are almost entirely of a clerical character, preparing charges, receiving charges at the various police offices against parties brought to the offices by the police; and these men as a rule—at least in a great many cases—are young men who have passed through lawyers' offices. I find that almost essential, unless he has been a man of very long experience in the police service as a sergeant or inspector, in order to promote him to the rank of lieutenant. He requires some legal knowledge to prepare and frame charges, for some of them are pretty intricate in the Scotch law; and I find that those are the best men for the rank of lieutenant.

3425. Then I presume there are very few men promoted from the ranks to be lieutenants?—Not a few; there are a good many now promoted from the ranks.

3426. Who have been constables at the earliest period of their service?—Yes; who may have been constables at one time, but who must have occupied the rank of inspector prior to their promotion to the rank of lieutenant.

3427. Does it often happen that a young man who has been in a writer's office would join as a constable?—No.

3428. Well, then, in the case of those men, you would appoint them directly from the writer's office?—Yes, exactly.

3429. Do you require a man upon presenting himself as a recruit to pass an examination in some literary subjects—for instance, reading, writing, and arithmetic?—The first thing a man has to do who is seeking an appointment as constable is this: He is given a schedule, a copy of which I have in my hand, and he has to answer the questions in that schedule, showing his age, name, occupation, and whether he has been in any police service before; and then he has to sign that, showing at least that he can read and write, and, of course, I can judge from looking at the schedule whether he can write well or indifferently. He has to fill up this schedule, which has his name and residence, where born, with the parish, town, and county, and whether single or married, and, if married, the number of children.

3430. He has to fill up that in his own handwriting?—Yes.

3431. Then you do not require any special examination. If you are satisfied with the way in which the schedule has been filled up, the man is admitted?—Yes.

3432. You do not require attendance at school?—No; we have no school of education. Every man when he joins the service gets a fortnight's instruction and drill. The instruction is, of course, the reading by an inspector to him of the conditions of the service, and the rules and regulations, giving him some instruction as to how to perform his duty.

3433. Then if a man wishes to rise in the ranks, and to qualify himself for the higher posts, which, of course, require a certain amount of education, he must get his education as best he can in his leisure hours?—Well, he may improve his education if he can. A number of men join with a good education as constables. Perhaps young men from the highlands of Scotland, whose parents may have been small "crofters," or something of that sort, and who may have given their boys a good parish-school education.

3434. But as I understand, there is no compulsory literary education?—There is no compulsory literary education, but every man must be able to read and write.

(9).—Public-house (Permission to enter).

3562. *Mr. Holmes*.—Are the men of your force allowed to go into a public-house when off duty and in plain clothes?—Yes; there is no restriction in that respect.

3563. Are they allowed to do so in uniform when off duty?—Well, there is a rule in the service that a man should never be out of his uniform unless he has permission; but that is not very strictly enforced, and while a man is off duty and in uniform I do not think I would have any reason to complain against him, supposing he was going to have refreshment in a public-house.

3564. But I suppose on no account are men permitted to go into a public-house on duty?—He is not entitled to enter a public-house unless there is good cause while in discharge of his duty.

(10).—Recruits.

3435. *Mr. Holmes*.—From what classes of the community do your recruits principally come?—The majority are drawn from "crofters," or perhaps what you would call in Ireland small farmers, the sons of small farmers, gamekeepers, ploughmen, farm-servants—those are the occupations that supply most of the men of the Glasgow force.

3436. And they come, I suppose, principally from the northern counties?—Yes. I may add that, at the present time, the force consists of—I am speaking of December, when the strength was 1,969. There were 817 Scotchmen, 220 Irishmen, 25 Englishmen, and 6 foreigners. There are, perhaps, a couple of Swedes, and perhaps a Belgian.

3437. I presume you have no difficulty in getting recruits?—No, not just now.

(11).—*Sickness (Stoppage of Pay during).*

3457. *Mr. Hobbs*.—Are there any deductions made from the pay of the men?—Every man is required to become a member of a sick friendly society—for sickness and death—and to that society he contributes 1s. a-month.

3458. *Mr. Morris*.—And if a man gets a bad cold, or a fever, owing to the severe strain of night duty, and is laid up for a month, does he receive no pay during that time?—No.

3459. Supposing he is a married man with a family, how is he to support himself?—He has just to throw himself on his sick friendly society.

3460. Which the men subscribe to themselves?—Yes. If he is hurt upon duty, rendered unfit for his duties by having been injured or hurt in the execution of his duty, then he receives his pay.

3461. Suppose a single man, living in barracks, dies, or is removed to hospital pay, and dies in a few days, is there any allowance for his interment?—His relatives would receive one from his friendly society.

3462. But is there any allowance from the public funds for that purpose?—No. "No work, no pay," is the motto adopted.

(12).—*Wives' Industries or Trades.*

3463. *Mr. Morris*.—Is his wife allowed to carry on a trade?—No.

3464. Would she be allowed to carry on the occupation of dressmaker?—This is the rule applicable to that: "Each member of the force shall devote his whole time to the police service, and he is not to carry on any trade, either by himself or by his wife."

3465. Well, as regards the question I asked you as to whether a policeman's wife might follow the calling of a dressmaker. Suppose it was brought under your notice that such was the case, would you pass it over, or would you consider that it fell within the rule?—Well, I don't think I would. I would rather not know of it, as it were.

3466. You would wink at it?—Yes. It is not an occupation where she could incur debt rapidly, or that would involve herself or her husband in difficulties. But if she kept a shop, such as a grocer's, for instance, where she might run up debts against her husband, I would certainly consider that undesirable.

3467. Is that the only objection to a policeman, either by himself or by his wife, carrying on a trade, namely, that they might incur debt?—No, it is not the only objection. I think there are probabilities that if a policeman was carrying on trade by his wife, the hours that he would be off duty he would be assisting his wife very likely, and possibly during those hours when he should be in his bed refreshing himself with sleep; and it would also probably bring him in contact with people he should not know.

3468. And subject him to influences from the public?—Exactly.

[illegible]

J. LESLIE ROBERTSON, acting for *Constitutional Council in Ireland*.

Dublin Castle, 8th September, 1869

(2).—Returns showing the Contract Prices of certain Articles of Diet in the undermentioned Prisons during the Years 1874 and 1882 respectively.

No. of Prisoners	Articles	Quality	Rate of purchase	Bakery Goods		Butter		Coke		Dried Fish		Lard		Tallow		Wheat	
				1874.	1882.	1874.	1882.	1874.	1882.	1874.	1882.	1874.	1882.	1874.	1882.	1874.	1882.
1	Bread, white	—	—	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0
2	Bread, brown	—	—	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0
3	Ground	—	—	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0
4	Wine	—	—	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0
5	Tea	—	—	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0
6	Coffee	—	—	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0
7	Sugar	—	—	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0
8	Butter	—	—	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0
9	Beef	—	—	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0
10	Mutton	—	—	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0
11	Pork	—	—	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0	0 5 0

General Prisoners Board, Dublin Castle, September 8, 1882.

(Signed)

GEO. SPEUDE, Superintendent of Prisons.

(3).—SUMMARY of Commissariat and Prison Board Returns, showing Average Contract Prices of Provisions in 1874 and 1882.

Articles	1874.		1882.	
	Average for Local and General Prisoners in Dublin.	Average for General Prisoners in Ireland.	Average for Local and General Prisoners in Dublin.	Average for General Prisoners in Ireland.
Butter	0 5 0	0 5 0	0 5 0	0 5 0
Beef	0 5 0	0 5 0	0 5 0	0 5 0
Mutton	0 5 0	0 5 0	0 5 0	0 5 0
Pork	0 5 0	0 5 0	0 5 0	0 5 0
Bread	0 5 0	0 5 0	0 5 0	0 5 0
Milk	0 5 0	0 5 0	0 5 0	0 5 0
Porcelain	0 5 0	0 5 0	0 5 0	0 5 0
Outboard	0 5 0	0 5 0	0 5 0	0 5 0
Wine	0 5 0	0 5 0	0 5 0	0 5 0
Tea	0 5 0	0 5 0	0 5 0	0 5 0
Coffee	0 5 0	0 5 0	0 5 0	0 5 0

Appendix VII.

Appendix VII.

RATES OF WAGES, 1882.

(1).—Wages paid by the *Alliance Gas Company of Dublin*.

						£	s.	d.	
Stokers ..	..	..	..	..	..	5	0	0	a-day, seven days' per week.
Assistant stokers ..	..	..	..	..	..	3	10	0	.. ..
Burner-men ..	..	..	..	..	..	3	10	0	.. ..
Fitters ..	..	..	..	..	..	3	10	0	.. ..
Tail-pipe ..	..	..	..	..	..	3	0	0	.. ..
Boilers ..	..	..	..	..	..	2	6	0	.. ..
Coal-brokers ..	..	..	..	..	..	3	3	0	.. ..
Coal-cinders ..	..	..	..	..	..	3	0	0	.. ..
Coal-fitters ..	..	..	..	..	..	3	0	0	a-day, six days per week.
Laborers ..	..	..	..	..	..	3	0	0	.. ..
Truckmen ..	..	..	..	..	..	30	0	0	to 30s. per week of six days.

Note.—The stokers work in turn on alternate nights.

The working-hours are from 6 A.M. to 6 P.M., with one hour allowed for breakfast and one hour for dinner. On Saturdays the hours are from 6 A.M. to 4 P.M.

(2).—Wages paid by *Midland Great Western Railway of Ireland*.

						£	s.	d.	
Porters ..	..	..	..	..	..	17	6	0	a-week, with clothing.
Fitters ..	..	..	..	..	..	18	0	0	.. ..
						17	6	0	.. ..

(With, in most cases, cottages or apartments, rented at 2s. a-week).

(3).—*Great Southern and Western Railway of Ireland*.

						£	s.	d.	
Inspectors ..	..	..	..	..	..	1	10	0	per week.
Watchmen ..	..	..	..	..	..	0	17	0	.. ..
Gauges ..	..	..	..	..	..	0	18	6	.. ..
..	..	..	..	..	..	0	17	0	.. ..
Milemen ..	..	..	..	..	..	0	14	0	.. ..
..	..	..	..	..	..	0	14	0	.. ..
Guards (passengers), 17s. a-week, and after five years ..	..	..	..	..	..	1	5	0	.. ..
..	..	..	..	..	..	1	5	0	.. ..
Guards (goods), 18s. 6d. a-week, and after five years ..	..	..	..	..	..	1	1	0	.. ..
..	..	..	..	..	..	1	1	0	.. ..
Signallers, 17s. a-week; after three years, 18s. 6d.; and after five years ..	..	..	..	..	..	1	1	0	.. ..
Porters (goods department) ..	..	..	..	..	..	0	18	0	.. ..
Porters (casing department) ..	..	..	..	..	..	0	14	0	.. ..

(4).—*London and North Western Railway*.

						£	s.	d.	
Guards ..	..	..	..	..	..	1	5	0	to 2 0 0 per week.
Porters ..	..	..	..	..	..	0	15	0	.. ..
Signallers ..	..	..	..	..	..	1	0	0	.. ..

Note.—The ordinary hours of labour are sixty-six per week. No lodgings are provided.

(5).—*Dublin Port and Docks Board*.

						£	s.	d.	
Superintendent of harbour police ..	..	..	..	..	..	1	10	0	per week.
Seigneur ..	..	..	..	..	..	1	1	0	.. ..
Constable—									
1st Class ..	..	..	..	..	..	1	0	0	.. ..
2nd Class ..	..	..	..	..	..	0	10	0	.. ..

Note.—They are supplied with uniforms, and are paid for one day extra when on duty on Sunday, and the same when occasionally placed on special night duty.

(6).—*Dublin Corporation Fire Brigade.*

Firemen—										s	d.
1st Class	..	..	..	..	..	..	..	..	..	1	2 6 per week.
2nd Class	..	..	..	..	..	..	..	..	..	1	1 0 "
3rd Class	..	..	..	..	..	..	..	..	..	1	0 0 "
4th Class	..	..	..	..	..	..	..	..	..	9	18 0 "

(Promotion after one year in each class. Uniform, clothing, and lodgings are provided.)

(7).—*Dublin United Tramways Company.*

										s	d.
Conductors, 2s. 6d. to 3s. 6d. per day	..	..	..	..	..	..	..	..	..	1	4 6 per week.
Drivers, 2s. 6d. to 4s. per day	..	..	..	..	..	..	..	..	..	1	8 0 "
Tramwaymen	..	..	..	..	..	..	..	..	..	1	5 6 }
										1	5 0 }
Traffic Inspectors	..	..	..	..	..	..	..	..	..	1	18 0 "

Note.—Drivers and conductors are allowed every tenth day off, and receive half-pay for that day. Tramwaymen have every tenth day, and receive full pay.

(8).—*Building Trades.*

(Copy)

Meade and Son, Builders, Dublin, December 2, 1882.

Dear Sir,

THE following are the rates of wages of the different classes of workmen in the building trades.

Yours faithfully,
(Signed) JOSEPH MEADE.

F. W. D. Mitchell, Esq., Secretary to the
Dublin Metropolitan Police Committee of Inquiry.

										Per Day.		Per Week.	
										s.	d.	s.	d.
Carpenters	..	..	..	..	..	..	..	..	..	5	8	34	8
Bricklayers	..	..	..	..	..	..	..	..	..	5	8	34	8
Stone cutters	..	..	..	..	..	..	..	..	..	5	8	34	8
Masons	..	..	..	..	..	..	..	..	..	5	8	34	8
Sisters	..	..	..	..	..	..	..	..	..	5	8	34	8
Plumbers	..	..	..	..	..	..	..	..	..	6	0	35	0
Painters	..	..	..	..	..	..	..	..	..	5	3	32	6
Laborers	..	..	..	..	..	..	..	..	..	2s. 8d. to 3s.		15s. to 16s.	

Appendix VIII.

Appendix VIII.

SCALES OF PENSION.

(1).—LONDON METROPOLITAN POLICE.

SCALE of Pensions granted to Police who joined the Service prior to 1862.

All pensions for life.							
After 15 years' service	..	..	..	..	..	..	25 of salary.
" 20 "	..	..	..	..	..	..	27 1/2 "
" 25 "	..	..	..	..	..	..	30 "
" 22 "	..	..	..	..	..	..	27 1/2 "
" 23 "	..	..	..	..	..	..	28 1/2 "
" 24 "	..	..	..	..	..	..	29 1/2 "

No pension is exceed $\frac{2}{3}$ of full pay except for injury on duty.

SCALE of Pensions granted to Police who have joined since March 17, 1862.

All pensions for life.							
After 15 years' service	..	..	..	..	..	..	25 of pay.
For each additional year from 15 to 20 years	..	..	..	..	..	..	1/2 "
After 20 years' service	..	..	..	..	..	..	27 1/2 "
For each additional year completed, from 20 to 25 years	..	..	..	..	..	..	1/2 "
After 25 years' service	..	..	..	..	..	..	30 "
For each year completed, from 25 to 30 years	..	..	..	..	..	..	1/2 "
After 30 years' service, the maximum pension of $\frac{2}{3}$ of	..	..	..	..	..	..	35 "

(2).—ROYAL IRISH CONSTABULARY AND DUBLIN METROPOLITAN POLICE.

- For men appointed before July 22, 1847, 10 & 11 Vict., cap. 100—

For 15 to 20 years' service	..	..	..	..	..	25 of pay.
For over 20 "	..	..	..	..	..	Full pay.
- For men appointed after July 22, 1847, 10 & 11 Vict., cap. 100—

For 15 and under 20 years' service	..	..	..	..	..	25 of pay.
" 20 " 25 "	..	..	..	..	..	27 1/2 "
" 25 " 30 "	..	..	..	..	..	30 "
" 30 years and upwards	..	..	..	..	..	Full pay.
- For men appointed to Dublin Metropolitan Police after August 12, 1867, 31 & 32 Vict., cap. 25, and for men appointed to Royal Irish Constabulary after August 10, 1866, 29 & 30 Vict., cap. 103, and 37 & 38 Vict., cap. 49—

For 15 years' service	..	..	..	..	..	25 of pay.
For every additional year from 15 to 30 years	..	..	..	..	..	1/2 "
For 30 years completed, the maximum pension of	..	..	..	..	..	2/3 "

(3).—SCALE of Pension proposed for the English and Scotch Police Forces in the Bill introduced into Parliament in 1883.

After 15 years' service completed	..	..	..	..	..	25 of pay.
For each year from 15 to 20 years	..	..	..	..	..	1/2 "
After 20 years' service completed	..	..	..	..	..	27 1/2 "
For each year from 20 to 25 years	..	..	..	..	..	1/2 "
After 25 years' service completed	..	..	..	..	..	30 "
For each year from 25 to 30 years	..	..	..	..	..	1/2 "
After 30 years' service, the maximum pension of $\frac{2}{3}$ of	..	..	..	..	..	35 "

Appendix IX.

LIVERPOOL POLICE SUPERANNUATION FUND ACCOUNT.

Appendix IX.

LIVERPOOL Police Superannuation Fund in account with the City Treasurer. Year to December 31, 1881.

PAYMENTS.				RECEIPTS.			
1881.		£	s. d.	1881.		£	s. d.
December 31. To balance forward		5,323	18 1	December 31. By cash from credit		5,316	13 7
" " Contingent fund pay		7,519	14 30	" " Compensation from Money Board and Mayor		2,055	18 4
" " Charge account		45	3 0	" " Grant of pension		387	13 20
				" " Sale, &c., of personal property, &c.		5,297	3 8
" " Devoted on year to date		5,481	31 8	" " Interest			
		5,482	50 0			5,297	34 0
				" " Balance in Banker's hands—			
				December 31, 1880		5,381	7 5
				" " 1881, debit		5,381	7 5
		11,368	1 5			11,368	1 5

BALANCE SHEET, DECEMBER 31, 1881.

1881.	£	s. d.	1881.	£	s. d.
December 31. To amount carried up	75,761	13 0	1881.		
" " " in Banker's hands	5,386	1 8	December 31. By capital account	75,761	13 8
	81,147	11 8			

